

---

# *Virginia Nursing Education Programs: 2011-2012 Academic Year*

---

**August 2013**

Virginia Department of Health Professions  
Healthcare Workforce Data Center  
Perimeter Center  
9960 Mayland Drive, Suite 300  
Richmond, VA 23233  
804-367-2115, 804-527-4466(fax)  
E-mail: [HWDC@dhp.virginia.gov](mailto:HWDC@dhp.virginia.gov)

Follow us on Tumblr: [www.vahwdc.tumblr.com](http://www.vahwdc.tumblr.com)

## Profile of Virginia Nursing Education Programs

---

### Results of the 2012 Survey of Virginia Nursing Education Programs

---

This DHP Healthcare Workforce Data Center report is a compilation of results from the annual survey of Virginia's practical nursing and registered nurse education programs conducted in October 2012 and covering the 2011-12 academic years (August 1 – July 31). Information about program structures, faculty size and characteristics, and student enrollment and graduation patterns are highlighted. Throughout the document, figures may not sum due to rounding.

#### *Staff:*

Dr. Elizabeth Carter, Ph.D.  
*Executive Director*

Justin Crow, MPA  
*Research Analyst*

Christopher Coyle  
*Research Assistant*

Laura Jackson  
*Operations Manager*

<b>Practical Nursing Educational Programs</b> .....	<b>1</b>
Program Characteristics .....	1
PN Program Structure and Duration .....	1
Accreditation .....	2
Schedule Options.....	2
Admission Frequency .....	2
Clinical Hours.....	3
PN Program Clinical Hours.....	3
Clinical Experience Hours .....	4
Direct Client Care Hours .....	4
Clinical Experience by Program Type .....	4
Clinical Observation Hours .....	5
Direct Client Care Hours Outside of Virginia .....	5
Direct Client Care Hours in Virginia .....	6
Program Changes.....	6
Student Information .....	7
Admissions.....	7
Waitlisted Applicants.....	8
Non-Admitted Qualified Applicants .....	8
Grade Point Averages .....	9
Student Capacity.....	10
Enrollment.....	11
Average Age of Admitted Students .....	11
Attrition .....	12
Attrition Time Frame .....	13
Graduates .....	13
Long-Term Trends.....	14
Race/Ethnicity.....	15
Multi-Degree Graduates.....	15
Faculty .....	16
Employment .....	16
Student-to-Faculty Ratio .....	16
Faculty Appointments and Resignations .....	17
Actively Recruited Positions .....	17
Faculty Budget Needs.....	18
Full-Time Faculty Disruptions .....	18
Faculty Education .....	19

Faculty Diversity .....	20
Faculty Age & Gender .....	21
<b>Registered Nurse Education Programs .....</b>	<b>22</b>
Program Characteristics .....	22
RN Program Structure and Duration .....	22
Accreditation .....	23
Schedule Options.....	23
Admission Frequency .....	24
RN-to-BSN Program .....	24
Clinical Hours.....	25
RN Program Clinical Hours.....	25
Clinical Experience Hours .....	26
Direct Client Care Hours .....	26
Clinical Experience by Program Type .....	26
Clinical Observation Hours .....	27
Direct Client Care Hours in Virginia .....	27
Clinical Experience Hours Outside of Virginia .....	27
Program Changes.....	28
Student Information .....	29
Admissions.....	29
Waitlisted Applicants.....	30
Non-Admitted Qualified Applicants .....	30
Grade Point Average.....	31
Student Capacity.....	32
Enrollment .....	33
Average Age of Admitted Students .....	33
Attrition .....	34
Graduates .....	35
Long-Term Trends.....	36
Race/Ethnicity.....	37
Multi-Degree Graduates.....	37
Faculty .....	38
Employment .....	38
Student-to-Faculty Ratio .....	39
Faculty Appointments and Resignations .....	39
Actively Recruited Positions .....	40
Faculty Budget Needs.....	40
Full-Time Faculty Disruptions .....	41
Faculty Education .....	41

Faculty Diversity ..... 42  
Faculty Age & Gender ..... 43

## Practical Nursing Educational Programs

In the 2011-2012 academic year, there were 73 practical nurse (PN) programs approved in Virginia.<sup>1</sup>

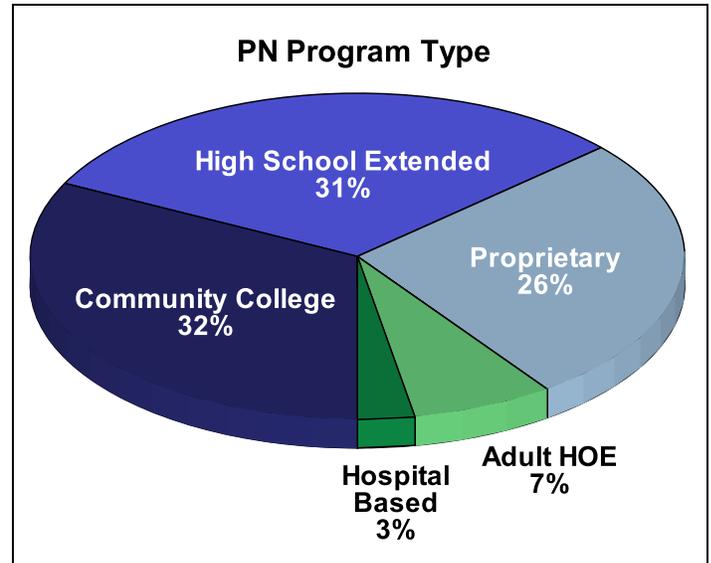
### Program Characteristics

#### PN Program Structure and Duration

The Virginia Board of Nursing approves five types of practical nursing programs:

1. Community College
2. High School Extended
3. Proprietary
4. Postsecondary Adult HOE
5. Hospital-Based

Nearly two-thirds of all practical nursing programs in the state of Virginia are High School or Community College programs. In addition, one-quarter of all programs are Proprietary programs. When combined, these three program types accounted for 90% of all PN programs in Virginia.



At 19 months, High School Extended programs tended to have the longest average program length for a full-time, daytime student, with Adult HOE programs having only slightly shorter average times. Meanwhile, Hospital Based programs had the shortest average length at just 12 months. Community Colleges and Proprietary programs tend to have below-average completion times, averaging 14 months.

Programs		Program Length, Months					
Program Type	Count	Mean	Min	25 %ile	75 %ile	Max	Missing
HS Extended	22	19	18	18	20	24+	0
Adult HOE	5	18	12	14	23	24+	0
Community College	23	14	12	12	16	21	0
Hospital Based	3	12	12	12	12	12	0
Proprietary	19	14	12	13	15	18	0
<b>Total</b>	<b>72</b>	<b>16</b>	<b>12</b>	<b>12</b>	<b>18</b>	<b>24+</b>	<b>1<sup>2</sup></b>

Nearly 90% of all PN programs used a semester schedule, more than half of which extended over four semesters. In addition, more than one-third of semester based programs took three semesters to complete. Seven programs taught under the quarter system, most of which took 4 quarters to complete. Only one program used trimesters.

Program Structure	Length								Total
	1	2	3	4	5	6	7	8	
Semesters	0	4	23	35	1	0	0	0	63
Trimesters	0	0	1	0	0	0	0	0	1
Quarters	0	0	1	5	0	0	0	1	7

<sup>1</sup> One institution that did participate in the survey, New Horizons Regional Education Centers, closed in July 2012.

<sup>2</sup> One institution, Portsmouth Public Schools, closed in April 2011.

## Accreditation

A total of 40 PN programs were accredited by at least one agency. Of this group, half were accredited by the Southern Association of Colleges and Schools (SACS). 10% of all PN programs were accredited by the National League for Nursing Accrediting Commission (NLNAC).<sup>3</sup>

Accrediting Agency	Count	% of Respondents	% of Cases
Southern Association of Colleges and Schools (SACS)	23	32%	50%
National League for Nursing Accrediting Commission (NLNAC) <sup>3</sup>	7	10%	15%
Accrediting Commission of Career Schools and Colleges (ACCSC)	4	6%	9%
Accrediting Council for Independent Colleges and Schools (ACICS)	3	4%	7%
Accrediting Bureau of Health Education Schools (ABHES)	2	3%	4%
Council on Occupational Education (COE)	2	3%	4%
State Board of Community Colleges (SBCC)	2	3%	4%

## Schedule Options

Nearly all PN programs offered students standard daytime courses. In addition, more than 40% of programs offered either evening courses or evening/weekend classes<sup>4</sup>, and more than 10% of all programs offered online coursework. Accelerated coursework and exclusive weekend courses were rare among Virginia's PN programs.

Scheduling Option	HS Extended	Adult HOE	Community College	Hospital Based	Proprietary	Total	% of Programs
Daytime Courses	22	5	20	3	18	68	94%
Evening Courses	2	1	7	-	6	16	22%
Evening AND Weekend Courses	-	1	3	1	10	15	21%
Online Courses	-	-	1	-	-	1	1%
Accelerated Courses	-	-	-	-	1	1	1%
Weekend Courses	-	-	9	-	-	9	13%

## Admission Frequency

More than two-thirds of all PN programs admitted new students into their program only once per year. Alternatively, 17% of all programs admitted students two or three times per year, while 16% had at least four distinct admission periods.

Annual Admission Frequency	PN Programs	
	Count	%
One	48	68%
Two	5	7%
Three	7	10%
Four or More	11	16%
Total	71	100%

<sup>3</sup> As of May 6, 2013, the National League for Nursing Accrediting Commission (NLNAC) is known as the Accreditation Commission for Education in Nursing (ACEN).

<sup>4</sup> Although this question does allow multiple responses, note that "Evening Courses," "Weekend Courses," and "Evening AND Weekend Courses" are mutually exclusive.

## Clinical Hours

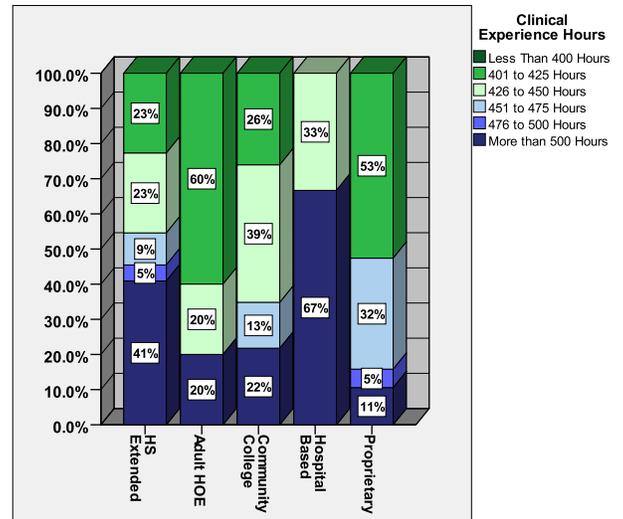
### PN Program Clinical Hours

More than half of all PN programs required between 400 and 450 hours of clinical experience for their students, while more than one-quarter required more than 500 total hours of clinical experience. More than three-quarters of PN programs required at least 400 of those hours to be direct client care. Less emphasis was placed on clinical simulation hours; three-quarters of Virginia's PN programs required less than 25 hours of clinical simulation experience. Of this group, more than one-third (19 out of 54) did not use simulation hours at all. Programs are required to provide 400 hours of direct client care pursuant to 18VAC 90-20-120.E. 20% of these hours may be simulated.

Clinical Hours		Program Type						
Type	Amount	HS Extended	Adult HOE	Community College	Hospital Based	Proprietary	Total	% of Total
Clinical Experience Hours	Less than 400	0	0	0	0	0	0	0%
	401 to 425	5	3	6	0	10	24	33%
	426 to 450	5	1	9	1	0	16	22%
	451 to 475	2	0	3	0	6	11	15%
	476 to 500	1	0	0	0	1	2	3%
	More than 500	9	1	5	2	2	19	26%
	<b>Total</b>		<b>22</b>	<b>5</b>	<b>23</b>	<b>3</b>	<b>19</b>	<b>72</b>
Direct Client Care Hours	Less than 300	0	0	0	1	0	1	3%
	301 to 325	0	0	0	0	0	0	0%
	326 to 350	0	0	0	0	0	0	0%
	351 to 375	1	0	0	0	0	1	1%
	376 to 400	2	1	5	0	6	14	19%
	More than 400	19	4	18	2	13	56	78%
	<b>Total</b>		<b>22</b>	<b>5</b>	<b>23</b>	<b>3</b>	<b>19</b>	<b>72</b>
Clinical Simulation Hours	Less than 25	15	4	16	2	17	54	75%
	26 to 50	6	1	7	0	0	14	19%
	51 to 75	0	0	0	1	0	1	1%
	76 to 100	0	0	0	0	1	1	1%
	More than 100	1	0	0	0	1	2	3%
	<b>Total</b>		<b>22</b>	<b>5</b>	<b>23</b>	<b>3</b>	<b>19</b>	<b>72</b>

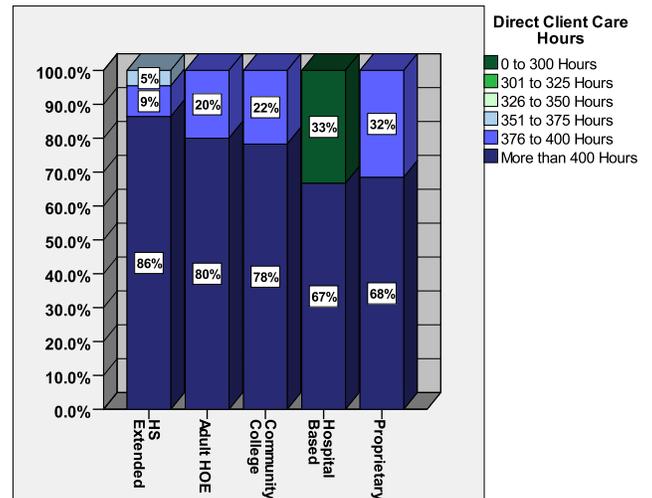
## Clinical Experience Hours

Hospital-Based and High School Extended programs tended to require more clinical experience hours than other program types. A majority of Hospital-Based programs and a plurality of High School Extended programs required at least 500 hours of clinical experience from their students. However, a majority of Post-Secondary Adult HOE and Proprietary programs required at most 425 hours of clinical experience. Community College programs tended to have more varied requirements, although a majority of such programs required between 400 and 450 hours of clinical experience.



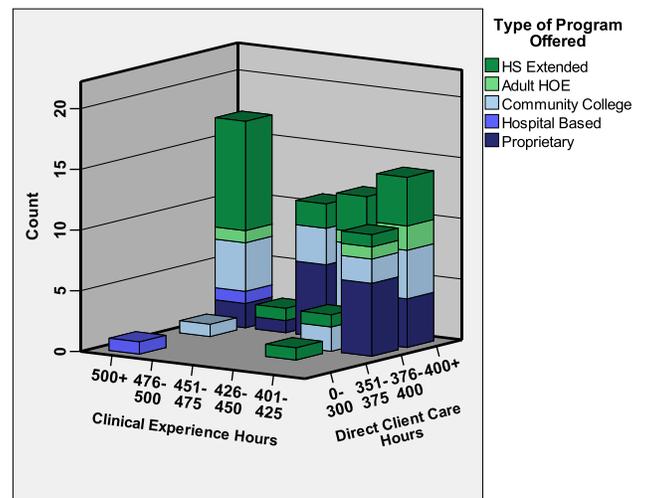
## Direct Client Care Hours

A majority of programs from all five program types required more than 400 direct client care hours from their students. Of the 16 remaining programs, all but one required at least 350 direct client care hours. In fact, 14 of those 16 programs required between 376 and 400 such hours.



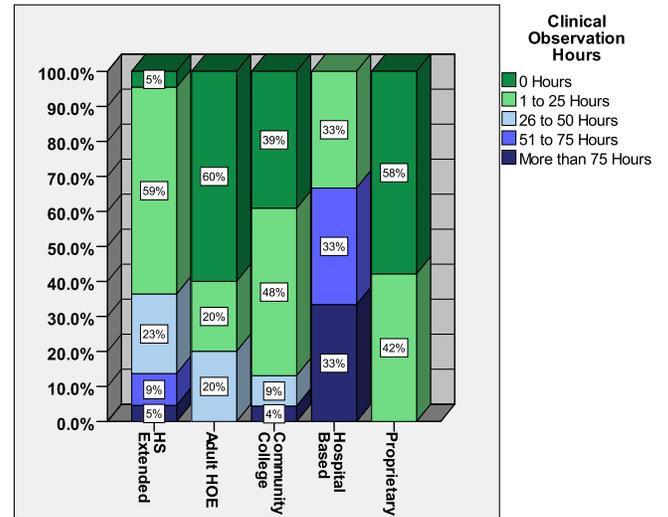
## Clinical Experience by Program Type

A plurality of PN programs required more than 500 hours of clinical experience, at least 400 of which were related to direct client care hours. Within this group, a majority were High School Extended programs. However, regardless of the amount of clinical experience hours required, most programs expected a minimum of 400 direct client care hours. Among those remaining programs that did not expect more than 400 hours of direct client care, most were programs that expected just 401-425 total clinical experience hours, of which 376-400 were direct client care hours.



## Clinical Observation Hours

A majority of Adult HOE and Proprietary PN programs did not require any clinical observation hours. Meanwhile, Hospital-Based PN programs were the only program type to consistently employ clinical observation hours. For all other program types, a majority of programs required, at most, 25 hours of clinical observation experience.



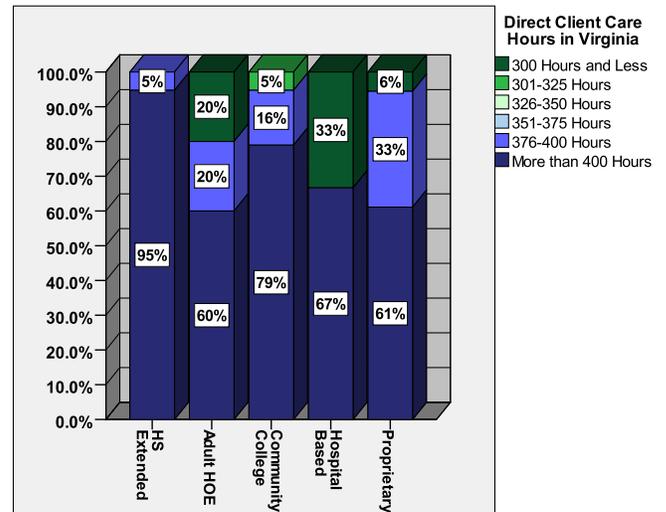
## Direct Client Care Hours Outside of Virginia

Ten of Virginia's PN programs offered clinical experiences outside of the state. Most of these are in Northern Virginia, with clinical experience sites in Washington D.C. & Maryland. Some programs offered hours in multiple states.

Location	PN Programs		
	Count	% of Respondents	% of Cases
Washington, D.C.	6	8%	60%
Maryland	4	6%	40%
North Carolina	2	3%	20%
Tennessee	1	1%	10%

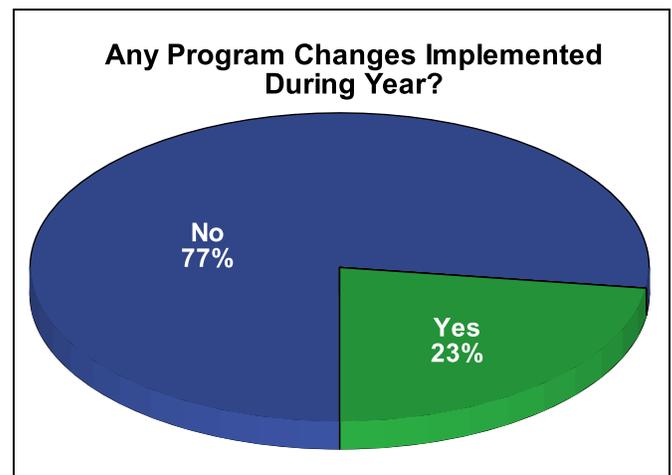
## Direct Client Care Hours in Virginia

As expected for Virginia's PN programs, most of the direct care clinical experience hours took place within the state. For all five program types, a majority of institutions devoted at least 400 hours to direct care clinical experiences in Virginia.



## Program Changes

During the academic year, 16 programs implemented changes to their program structure. A variety of such changes were described by the programs in question. Curriculum changes were the most common change, cited by six of the programs that had made changes in the past year. Relocations, scheduling changes, and new faculty were also cited as common programs changes.

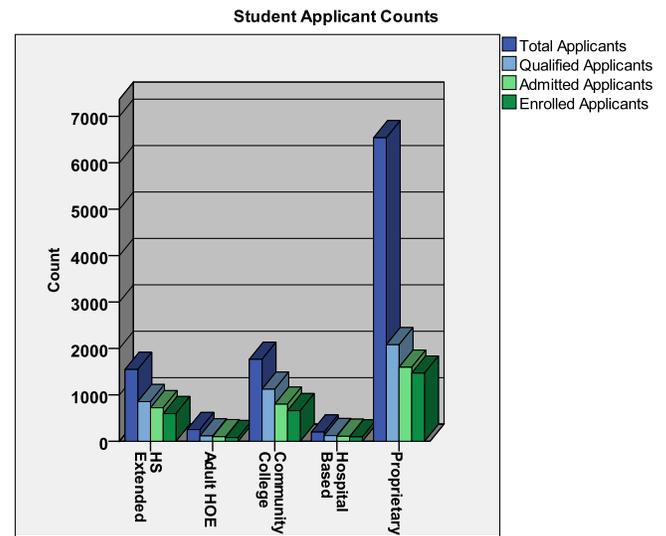


## Student Information

### Admissions

Virginia's PN programs received a total of 10,338 applications during the 2011-2012 academic year.<sup>5</sup> Of these total applications, 42% were deemed qualified for possible admission. Of this group, 78% were actually offered admission into a given program. 87% of offers resulted in an enrollment. In total, 28% of the total applications received resulted in a student enrolling in a PN program.

Of all applications received by PN programs, 63% were received by Proprietary programs and about one-third each were received by Community College and HS Extended programs. Propriety programs received a much lower proportion of applications from qualified applicants compared to other program types. Whereas approximately two-thirds of applications to Community Colleges and Hospital-Based programs were from qualified applicants, only one-third of applications to Proprietary programs were from qualified applicants. Across the board, PN programs were able to offer admission to between 70% and 90% of qualified applicants, and more than 80% of all admitted applicants accepted the offer of admission regardless of program type.

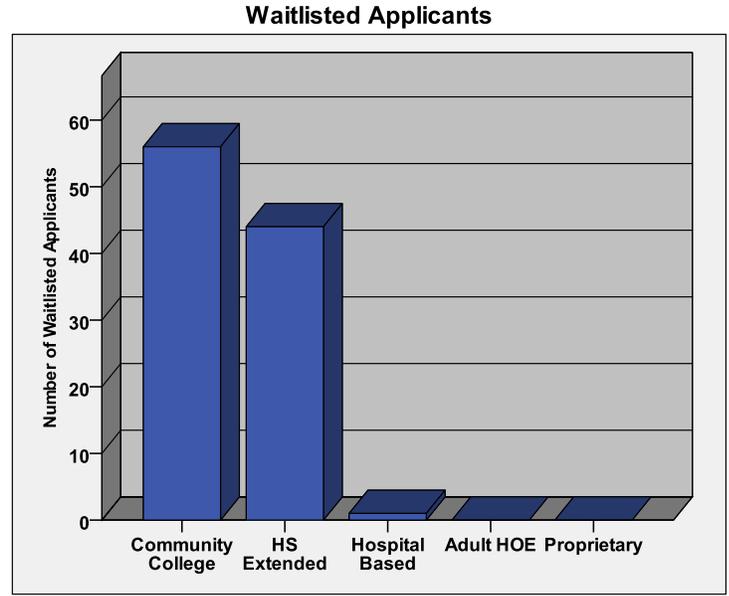


Program Type	Applications Received	Applicants Qualified	% Qualified	Applicants Admitted	% of Qualified Admitted	Applicants Enrolled	% of Admitted Enrolled	% of Applicants Enrolled
<b>HS Extended</b>	1,586	854	54%	749	88%	622	83%	39%
<b>Adult HOE</b>	252	115	46%	98	85%	79	81%	31%
<b>Community College</b>	1,765	1,121	64%	798	71%	659	83%	37%
<b>Hospital Based</b>	198	122	62%	107	88%	94	88%	47%
<b>Proprietary</b>	6,537	2,079	32%	1,594	77%	1,468	92%	22%
<b>Total</b>	<b>10,338</b>	<b>4,291</b>	<b>42%</b>	<b>3,346</b>	<b>78%</b>	<b>2,922</b>	<b>87%</b>	<b>28%</b>

<sup>5</sup> The actual number of applicants is less since prospective students could potentially apply to multiple programs.

## Waitlisted Applicants

Across all PN programs, there were 101 qualified applicants who were waitlisted. Nearly all of these waitlisted applicants were at Community College and High School Extended programs. There were no Adult HOE or Proprietary programs that waitlisted any applicants, while Hospital-Based programs waitlisted a total of just one applicant.



## Non-Admitted Qualified Applicants

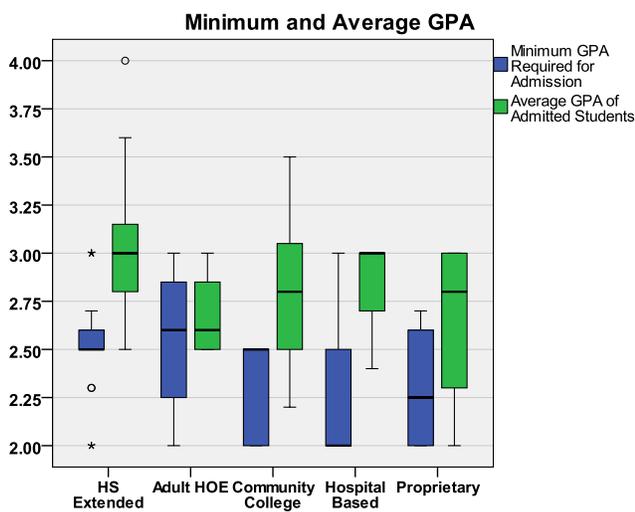
A total of 30 PN programs denied admission to 945 qualified applicants. Among those programs that were unable to admit all qualified applicants, 60% were unable to do so because they had already reached their maximum capacity. Lack of clinical space, student finances, and lack of classroom space were also cited by at least 20% of PN programs that did not admit all qualified applicants as reasons for failing to do so.

Reason	Count	% of Respondents
Effective Program Capacity Reached	18	25%
Lack of Clinical Space	10	14%
Student Finances	7	10%
Lack of Classroom Space	6	8%
Other	6	8%
Lack of Qualified Faculty	5	7%
Unknown Reason	3	4%

## Grade Point Averages

Minimum GPA requirements remained relatively constant across program types, varying from 2.2 for Proprietary programs to 2.6 for Adult HOE programs.<sup>6</sup> Average GPA of admitted students also remained within a rather narrow range, varying from a low of 2.5 for Hospital-Based programs to 3.0 for High School Extended programs. However, there was wide variation within all program types.

Program Type	GPA (mean)			
	Min	Missing	Ave	Missing
<b>HS Extended</b>	2.5	2	3.0	2
<b>Adult HOE</b>	2.6	1	2.7	1
<b>Community College</b>	2.3	3	2.8	4
<b>Hospital Based</b>	2.3	0	2.5	0
<b>Proprietary</b>	2.2	14	2.9	14
<b>Total</b>	<b>2.4</b>	<b>20</b>	<b>2.9</b>	<b>21</b>

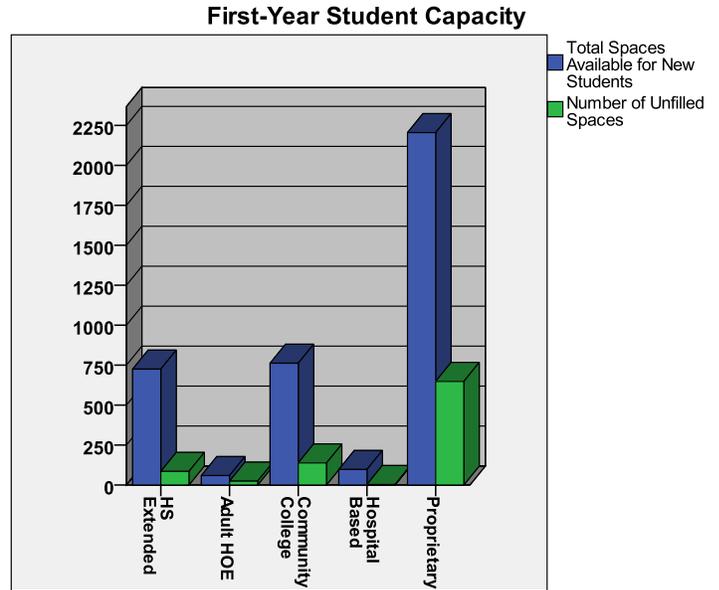


<sup>6</sup> Average GPAs only include responses that were greater than zero. Seven programs listed a minimum GPA of 0.0, while five programs listed an average GPA of 0.0.

## Student Capacity

Across all program types, 61% had unfilled spaces during the 2011-2012 academic year. These 43 programs had a total of 898 unused slots that could not be filled with new students. This represented 23% of total first-year student capacity.

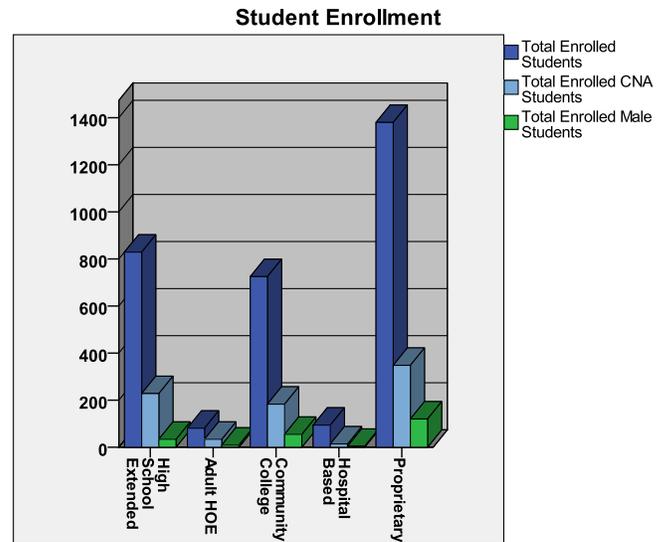
Programs offered many reasons for their inability to fill all available slots for new students. Among all programs, 22 indicated that a lack of qualified applicants was at least one reason for having unfilled spaces in their incoming class. In total, 15 programs had accepted students that subsequently chose not to enroll. Not all programs provided reasons for the decisions of these accepted students, but among those that did, financial problems, personal issues, and acceptance to other programs were cited as common issues. Eight programs also indicated that enrolled students either failed to show up for class or quit soon after classes began.



Program Type	# of Programs with Unfilled Spaces		# of Unfilled Spaces			
	No	Yes	Unfilled Spaces	%	Total Spaces	% of Total Capacity
<b>HS Extended</b>	10	12	85	9%	725	12%
<b>Adult HOE</b>	3	2	24	3%	59	41%
<b>Community College</b>	9	14	138	15%	762	18%
<b>Hospital Based</b>	2	1	3	0%	97	3%
<b>Proprietary</b>	4	14	648	72%	2,205	29%
<b>Total</b>	28	43	898	100%	3,848	23%

## Enrollment

For the 2011-2012 academic year, Virginia's PN programs enrolled a total of 3,109 students. This represents a 9% decline from the 3,424 students that were enrolled in the previous academic year. Of the group of all enrolled students, 807 were CNAs, while 222 were male. More than 90% of all students were enrolled in one of three program types: Proprietary, High School Extended, and Community College.



	Total Enrollment		CNA Enrollment		Male Enrollment	
	Count	%	Count	% of Enrollment	Count	% of Enrollment
<b>HS Extended</b>	829	27%	228	28%	34	4%
<b>Adult HOE</b>	81	3%	34	42%	9	11%
<b>Community College</b>	725	23%	183	25%	55	8%
<b>Hospital Based</b>	94	3%	14	15%	4	4%
<b>Proprietary</b>	1,380	44%	348	25%	120	9%
<b>Total</b>	<b>3,109</b>	<b>100%</b>	<b>807</b>	<b>26%</b>	<b>222</b>	<b>7%</b>

## Average Age of Admitted Students

Program Type	Average Age of Admitted Students
<b>HS Extended</b>	24
<b>Adult HOE</b>	29
<b>Community College</b>	29
<b>Hospital Based</b>	30
<b>Proprietary</b>	28
<b>Total</b>	27

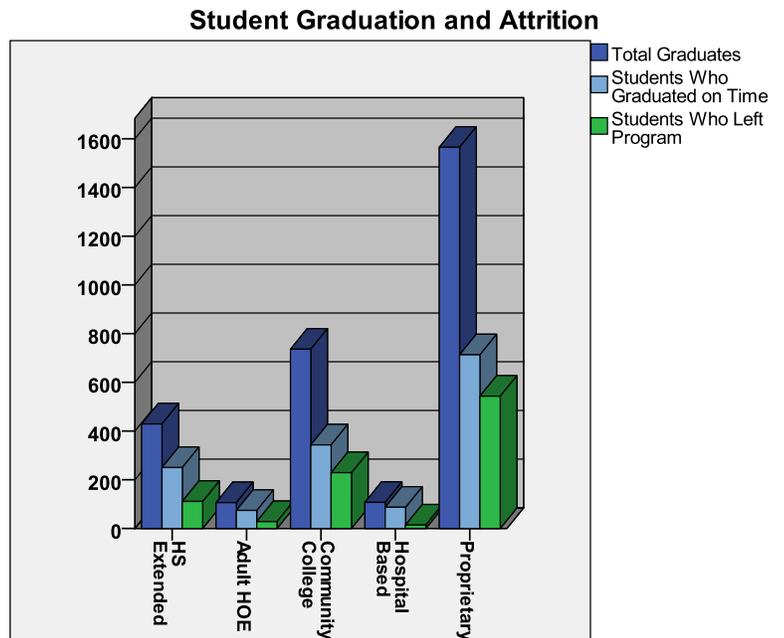
The average age of new students admitted to a PN program was 27. Within program types, the average age varied from a low of 24 at High School Extended programs to a high of 30 at Hospital-Based program.

## Attrition

A total of 2,943 students were scheduled to graduate during the 2011-2012 academic year. Of this group, half ultimately graduated on schedule, but this overall, on-time graduate rate varied considerably across program type. Whereas Community College and Proprietary programs both had graduation rates of less than 50%, Hospital-Based programs graduated more than 80% of their students on time.

The overall attrition rate remained steady during the 2011-2012 academic year at 31%. Community College and Proprietary programs both had attrition rates of approximately one-third, while Hospital-Based programs had the lowest attrition rate of just 13%. Both High School Extended and Adult HOE programs saw approximately one-quarter of their students permanently leave their programs without graduating.

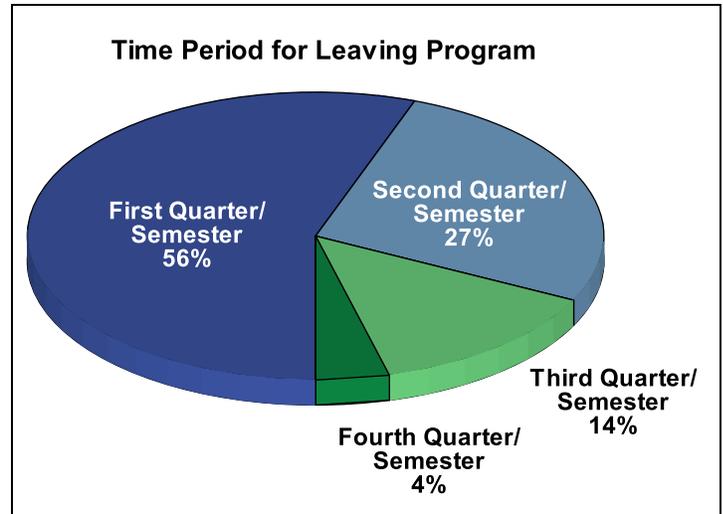
Statistic	Program Type					Total
	HS Ext.	Adult HOE	Comm College	Hosp Based	Pro-prietary	
# of students scheduled to graduate	429	106	736	107	1,565	<b>2,943</b>
Those scheduled who graduated on time	250	74	343	87	713	<b>1,467</b>
Overall on-time graduation rate	<b>58%</b>	<b>70%</b>	<b>47%</b>	<b>81%</b>	<b>46%</b>	<b>50%</b>
Students scheduled to graduate who left permanently	111	28	229	14	543	<b>925</b>
Overall attrition rate	<b>26%</b>	<b>26%</b>	<b>31%</b>	<b>13%</b>	<b>35%</b>	<b>31%</b>



## Attrition Time Frame

Of all students who left a PN program without graduating, more than half left in the first quarter/semester of the program.<sup>7</sup> In addition, more than one-quarter left in the second quarter/semester, while 18% left in the third or fourth quarter/semester of the program. No students left a PN program in the fifth quarter/semester.

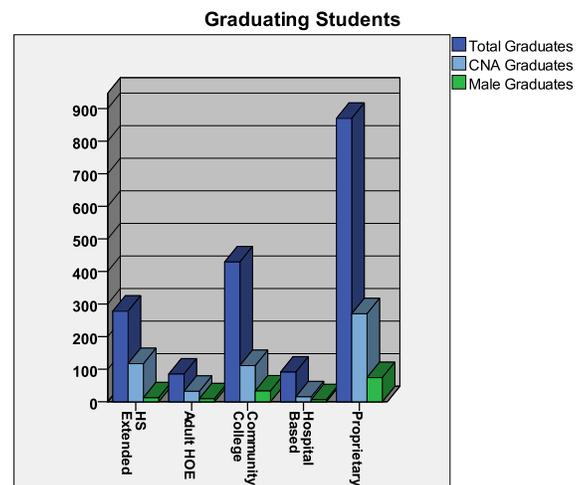
Quarter/Semester	PN Program	
	Count	%
First	378	56%
Second	182	27%
Third	92	14%
Fourth	28	4%
Fifth	0	0%
<b>Total</b>	<b>680</b>	<b>100%</b>



## Graduates

For the 2011-2012 academic year, a total of 1,753 students graduated from Virginia's PN programs, a decrease of 16% from the prior year. Half of these graduates came from Proprietary programs, while nearly one-quarter came from Community College programs. CNA graduates were more concentrated in High School Extended and Adult HOE programs, where they comprised approximately 40% of the total graduating class; the overall rate for all PN programs was 31%. As for male graduates, they made up 8% of all graduates, although that number reached double digits for Adult HOE programs.

	Total Graduates		CNA Graduates		Male Graduates	
	Count	%	Count	% of Total Graduates	Count	% of Total Graduates
<b>HS Extended</b>	278	16%	117	42%	12	4%
<b>Adult HOE</b>	85	5%	32	38%	9	11%
<b>Community College</b>	429	24%	111	26%	33	8%
<b>Hospital Based</b>	91	5%	15	16%	6	7%
<b>Proprietary</b>	870	50%	270	31%	74	9%
<b>Total</b>	<b>1,753</b>	<b>100%</b>	<b>545</b>	<b>31%</b>	<b>134</b>	<b>8%</b>



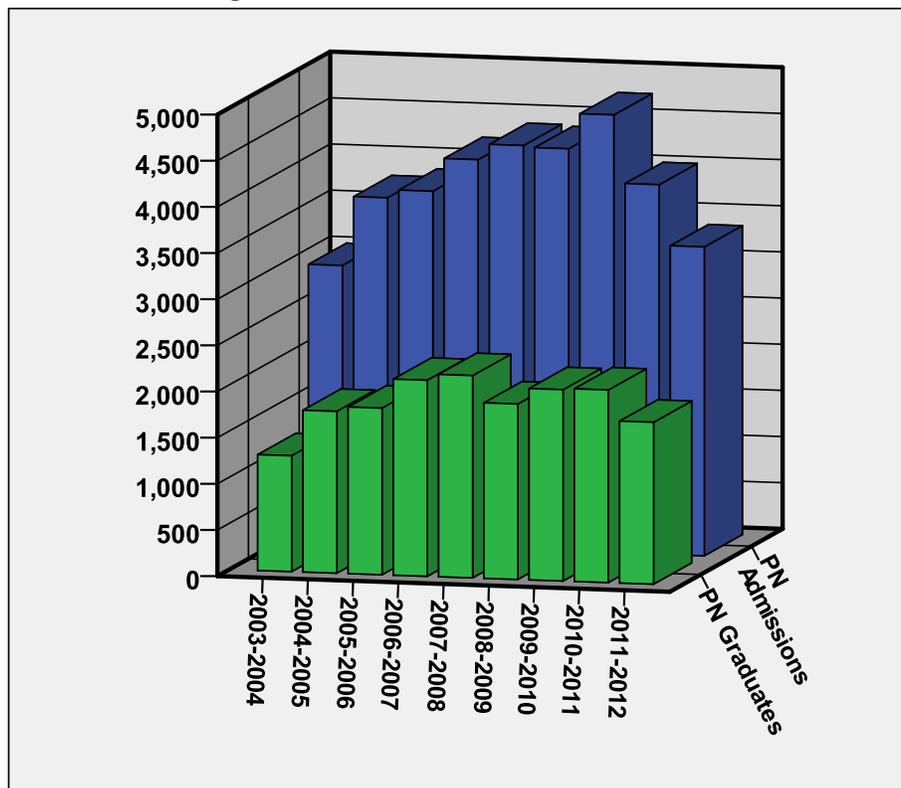
<sup>7</sup> Due to the rarity of programs that work on the trimester system, those numbers are excluded from these calculations.

## Long-Term Trends

For the second consecutive year, total admissions into PN programs fell by 16%. At the current value of 3,346, PN program admissions have reached their lowest levels since the 2003-2004 academic year. However, unlike last year, in which the total number of graduates from PN programs managed to remain steady with the prior year, the number of graduates in the 2011-2012 academic year fell at the same rate as total admissions. This represents the largest percentage drop in the number of PN graduates since the HWDC began measuring it during the 2003-2004 academic year.

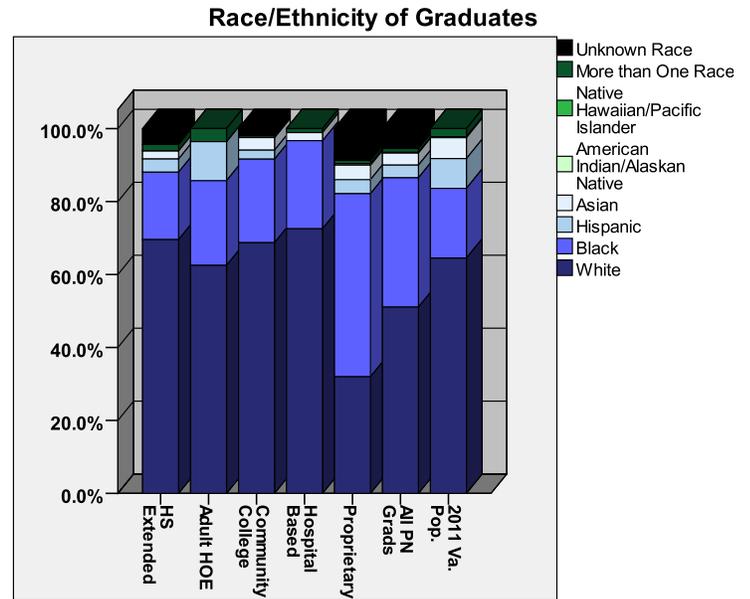
Academic Year	PN Admissions		PN Graduates	
	Count	Year-over-Year Change	Count	Year-over-Year Change
2003-2004	3,008	-	1,254	-
2004-2005	3,759	25%	1,752	40%
2005-2006	3,847	2%	1,804	3%
2006-2007	4,206	9%	2,123	18%
2007-2008	4,376	4%	2,191	3%
2008-2009	4,358	0%	1,900	-13%
2009-2010	4,742	9%	2,072	9%
2010-2011	4,003	-16%	2,086	1%
2011-2012	3,346	-16%	1,753	-16%

### PN Program Admissions and Graduation Trends



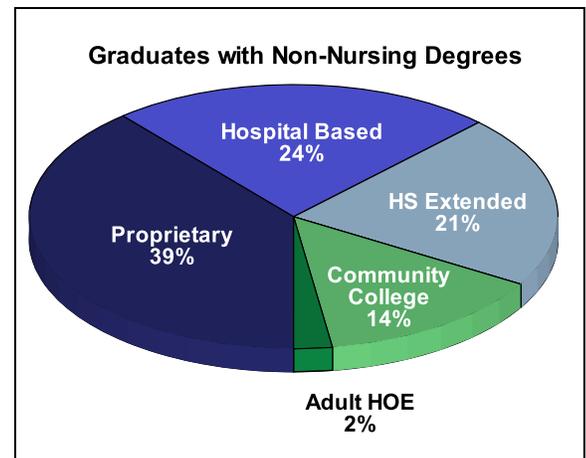
## Race/Ethnicity

Among all PN program graduates, 51% were non-Hispanic whites. Although this represents a majority of all PN program graduates, non-Hispanic whites are underrepresented relative to the overall population, of which they make up 65%. Meanwhile, non-Hispanic blacks, who account for 19% of Virginia's overall population, graduated from PN programs at a far higher rate, representing 35% of all graduates in the 2011-2012 academic year. Among program types, non-Hispanic blacks were well served by Proprietary programs, where they were half of all graduates, which is more than twice the rate of the next largest category (Hospital-Based programs). However, Hispanics remain underrepresented among Virginia's PN graduates; although they make up 8% of Virginia's overall population, they account for only 4% of Virginia's new PN graduates. In addition, Asians are also underrepresented among Virginia's PN graduates, accounting for only 3% of all new graduates even though they represent 6% of Virginia's population.



## Multi-Degree Graduates

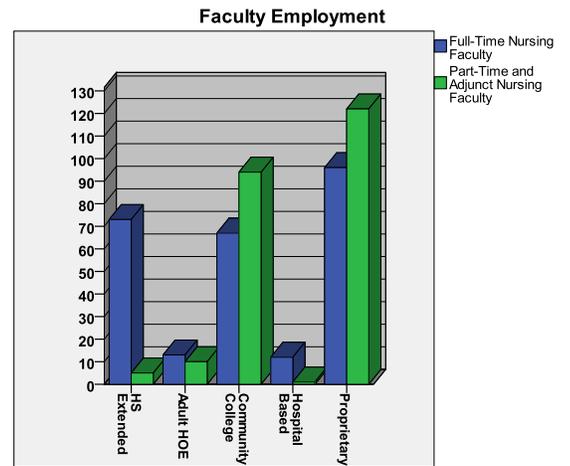
A total of 85 PN graduates also had a degree in another discipline that was not related to Nursing. Nearly 40% of these graduates came from a Proprietary program, while nearly one-quarter came from Hospital-Based programs. However, relative to their respective graduating class sizes, Hospital-Based programs produced a disproportionate share of multi-degree PN graduates; 22% of their graduates had a degree in a discipline other than nursing, which was far higher than the overall average of 5%.



Program Type	Multi-Degree Graduates	%	Total Graduates	% of Total Graduates
HS Extended	18	21%	278	6%
Adult HOE	2	2%	85	2%
Community College	12	14%	429	3%
Hospital Based	20	24%	91	22%
Proprietary	33	39%	870	4%
<b>Total</b>	<b>85</b>	<b>100%</b>	<b>1,753</b>	<b>5%</b>

Employment

Across all programs, 53% of faculty worked in a full-time capacity, but this varied considerably among different program types. Proprietary and Community College programs hired more than three-quarters of all faculty, but the majority of these employees were part time workers. Meanwhile, High School Extended and Hospital-Based programs hired approximately 20% of total faculty, and these were mainly full-time employees.

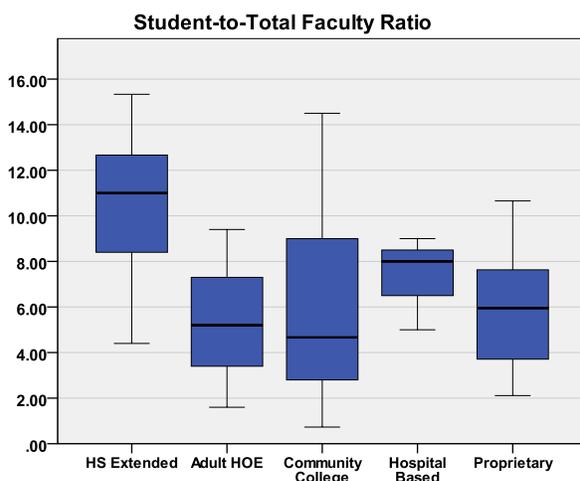


Program Type	Full-Time		Part-Time		Total		
	Count	%	Count	%	Count	%	Full-Time Faculty %
<b>HS Extended</b>	73	28%	5	2%	78	16%	94%
<b>Adult HOE</b>	13	5%	10	4%	23	5%	57%
<b>Community College</b>	67	26%	94	41%	161	33%	42%
<b>Hospital Based</b>	12	5%	1	0%	13	3%	92%
<b>Proprietary</b>	96	37%	122	53%	218	44%	44%
<b>Total</b>	<b>261</b>	<b>100%</b>	<b>232</b>	<b>100%</b>	<b>493</b>	<b>100%</b>	<b>53%</b>

Student-to-Faculty Ratio

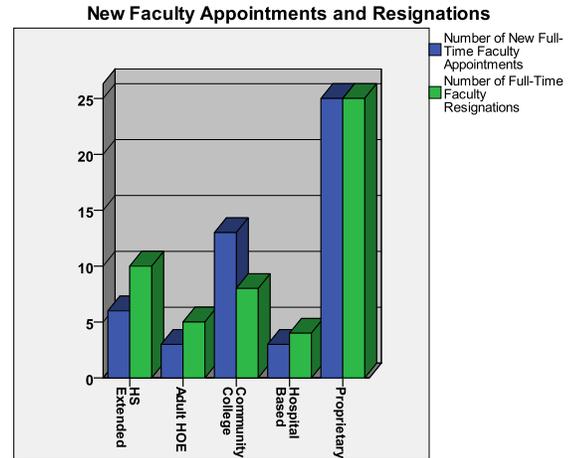
The average student-to-faculty ratio across all program types was 6.31. Four of the five program types had average student-to-faculty ratios of less than 8.00, and the lowest ratio was the 3.52 students per faculty member at Adult HOE programs. Meanwhile, High School Extended programs had a significantly higher average student-to-faculty ratio of 10.63.

Program Type	Student-to-Faculty Ratio
<b>HS Extended</b>	10.63
<b>Adult HOE</b>	3.52
<b>Community College</b>	4.50
<b>Hospital Based</b>	7.23
<b>Proprietary</b>	6.33
<b>Total</b>	6.31



## Faculty Appointments and Resignations

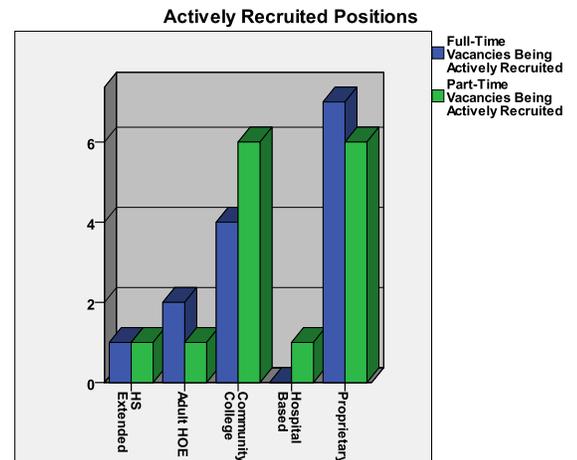
Over the past year, 52 full-time faculty members resigned their positions from Virginia’s PN programs, while only 50 new full-time appointments were made to replace those losses. This represents both an overall turnover rate and a newly appointed faculty rate of 20%. Of the five program types, only Community College programs saw a net increase in their full-time faculty employment over the past years. Combined, High School Extended, Adult HOE and Hospital Based programs lost a total of 7 full-time faculty positions.



Full-time Faculty	Program Type					Total
	HS Extended	Adult HOE	Community College	Hospital Based	Proprietary	
<b>Total</b>	73	13	67	12	96	<b>261</b>
<b>Newly Appointed</b>	6	3	13	3	25	<b>50</b>
<b>Resignations</b>	10	5	8	4	25	<b>52</b>
<b>Turnover Rate</b>	14%	38%	12%	33%	26%	<b>20%</b>
<b>Proportion Newly Appointed</b>	8%	23%	19%	25%	26%	<b>20%</b>

## Actively Recruited Positions

Virginia’s PN programs currently have 40 vacant positions. Of those vacant positions, 29 are currently under active recruitment to be filled. This discrepancy is entirely due to vacant full-time positions; all current part-time vacancies are actively being recruited. The problem was most acute with High School Extended and Proprietary programs; combined, they currently have nine vacant full-time positions that are not under active recruitment.



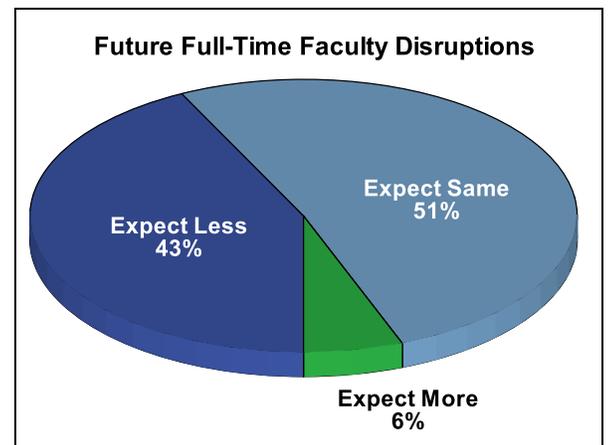
## Faculty Budget Needs

Nearly all programs stated that they have an adequate budget for their current faculty needs. Only two programs could not fill their current full-time faculty positions, while two others could not fill their part-time faculty positions.

Adequate Faculty Budget?	Full-Time		Part-Time	
	Count	%	Count	%
<b>Yes</b>	66	97%	58	97%
<b>No</b>	2	3%	2	3%
<b>Total</b>	<b>68</b>	<b>100%</b>	<b>60</b>	<b>100%</b>

## Full-Time Faculty Disruptions

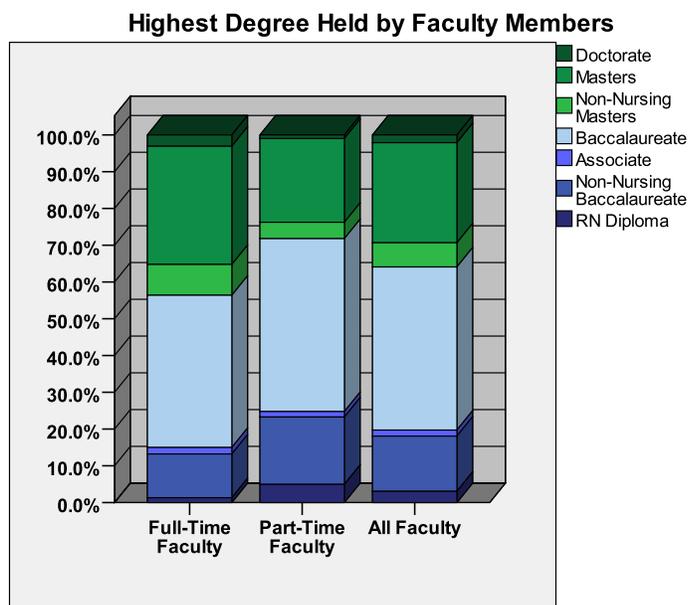
Approximately half of all PN programs expected the upcoming academic year to feature roughly the same degree of full-time faculty disruptions at the current year, while 43% expected less disruption with respect to full-time faculty turnover. Only 6% of PN programs expected more full-time faculty disruptions in the next year. Of those four programs expecting more turnover, three were High School Extended programs, while one was a Proprietary program. Across all other program types, all PN programs did not expect any more full-time faculty disruptions than were experienced during the current academic year.



Program Type	Expect Less	%	Expect Same	%	Expect More	%	Total	%
<b>HS Extended</b>	5	24%	13	62%	3	14%	21	100%
<b>Adult HOE</b>	3	60%	2	40%	0	0%	5	100%
<b>Community College</b>	10	43%	13	57%	0	0%	23	100%
<b>Hospital Based</b>	2	67%	1	33%	0	0%	3	100%
<b>Proprietary</b>	9	56%	6	38%	1	6%	16	100%
<b>Total</b>	<b>29</b>	<b>43%</b>	<b>35</b>	<b>51%</b>	<b>4</b>	<b>6%</b>	<b>68</b>	<b>100%</b>

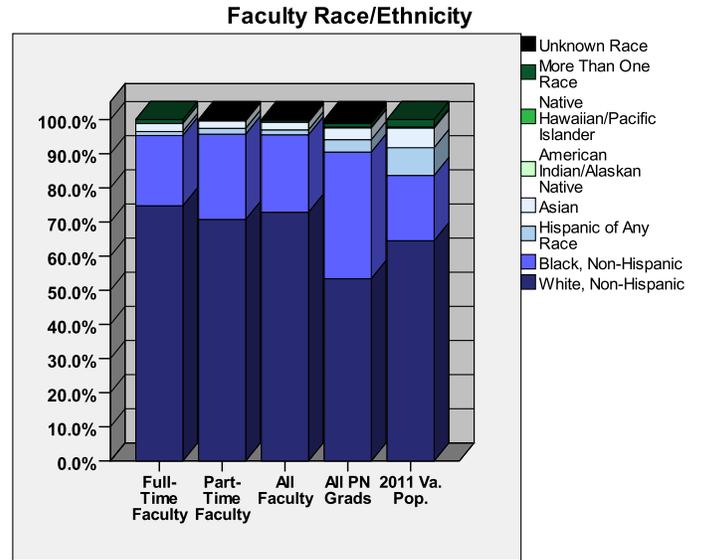
## Faculty Education

Of all faculty, 44% held baccalaureate degrees, while more than one-quarter held a masters degree. Meanwhile, 15% held a non-nursing baccalaureate degree. No other degree was held by more than 10% of all PN program faculty. Full-time faculty were more likely to hold advanced degrees; they accounted for more than three-quarters of all doctoral degrees and approximately two-thirds of Masters and non-nursing Masters degrees. Meanwhile, 58% of faculty with a non-nursing baccalaureate degree worked part time, while more than three-quarters of faculty with a RN diploma were also part-time employees.



Degree	Full-Time		Part-Time		Total		Full-Time Faculty %
	Count	%	Count	%	Count	%	
<b>Doctorate</b>	7	3%	2	1%	9	2%	78%
<b>Masters</b>	73	32%	46	23%	116	27%	63%
<b>Non-Nursing Masters</b>	19	8%	9	4%	28	7%	68%
<b>Baccalaureate</b>	94	41%	95	47%	189	44%	50%
<b>Associate</b>	4	2%	3	1%	7	2%	57%
<b>Non-Nursing Baccalaureate</b>	27	12%	37	18%	64	15%	42%
<b>RN Diploma</b>	3	1%	10	5%	13	3%	23%
<b>Total</b>	<b>227</b>	<b>100%</b>	<b>202</b>	<b>100%</b>	<b>426</b>	<b>100%</b>	<b>53%</b>

Nearly three-quarters of all PN program faculty were non-Hispanic white, which makes them significantly overrepresented with respect to both PN program graduates and Virginia’s overall population. Meanwhile, non-Hispanic blacks account for nearly one-quarter of all faculty. This makes non-Hispanic blacks overrepresented with respect to Virginia’s overall population but underrepresented with respect to PN program graduates. Hispanics and Asians combined account for 3% of all faculty members, and they are both underrepresented relative to PN graduates and Virginia’s overall population. In addition, non-Hispanic whites and Asians were more likely to have full-time faculty positions (above 50%) relative to non-Hispanic blacks and Hispanics (below 50%).



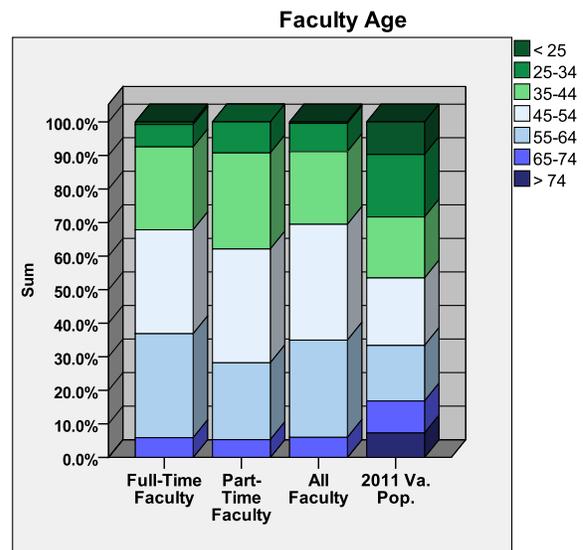
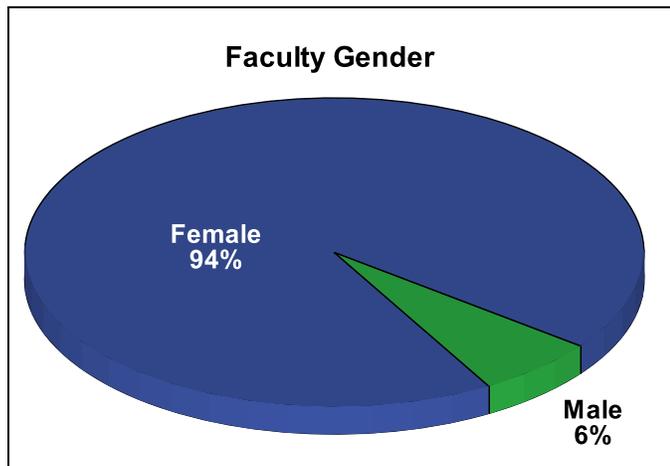
Race/Ethnicity	Full-Time		Part-Time		Total		
	Count	%	Count	%	Count	%	% Employed Full Time
<b>Non-Hispanic White</b>	192	75%	164	71%	356	73%	54%
<b>Non-Hispanic Black</b>	53	21%	58	25%	111	23%	48%
<b>Hispanic</b>	3	1%	4	2%	7	1%	43%
<b>Asian</b>	6	2%	5	2%	11	2%	55%
<b>American Indian/Alaskan Native</b>	0	0%	0	0%	0	0%	-
<b>Native Hawaiian/Pacific Islander</b>	0	0%	0	0%	0	0%	-
<b>Two or More Races</b>	3	1%	0	0%	3	1%	100%
<b>Race Unknown</b>	0	0%	1	0%	1	0%	0%
<b>Total</b>	<b>257</b>	<b>100%</b>	<b>232</b>	<b>100%</b>	<b>489</b>	<b>100%</b>	<b>53%</b>

## Faculty Age & Gender

Most PN program faculty were between the ages of 35 and 64; combined, they accounted for 85% of all part-time and full-time faculty.<sup>8</sup> Full-time faculty members tended to be of a higher age than their part-time counterparts. More than two-thirds of full-time faculty members were at least 45 years old, but only 60% of part-time faculty were at least that age.

PN program faculty were also predominantly female. Although they account for 51% of Virginia's population, females represent 94% of all faculty in both full-time and part-time capacities.

Statistic	Full-Time		Part-Time		Total	
	Count	%	Count	%	Count	%
<b>Age</b>						
<25	2	1%	0	0%	2	0%
25 to 34	17	7%	21	9%	38	8%
35 to 44	63	25%	65	28%	128	26%
45 to 54	79	31%	77	33%	156	32%
55 to 64	79	31%	52	22%	131	27%
65 to 74	15	6%	12	5%	27	6%
75 +	0	0%	0	0%	0	0%
<b>Valid Total</b>	255	100%	227	98%	482	99%
<b>Unknown</b>	0	0%	5	2%	5	1%
<b>Total</b>	255	100%	232	100%	487	100%
<b>Gender</b>						
<b>Female</b>	243	94%	217	94%	460	94%
<b>Male</b>	16	6%	15	6%	31	6%
<b>Total</b>	259	100%	232	100%	491	100%



<sup>8</sup> For Virginia's 2011 population, the "<25" bin only accounts for Virginia residents between the ages of 20-24.

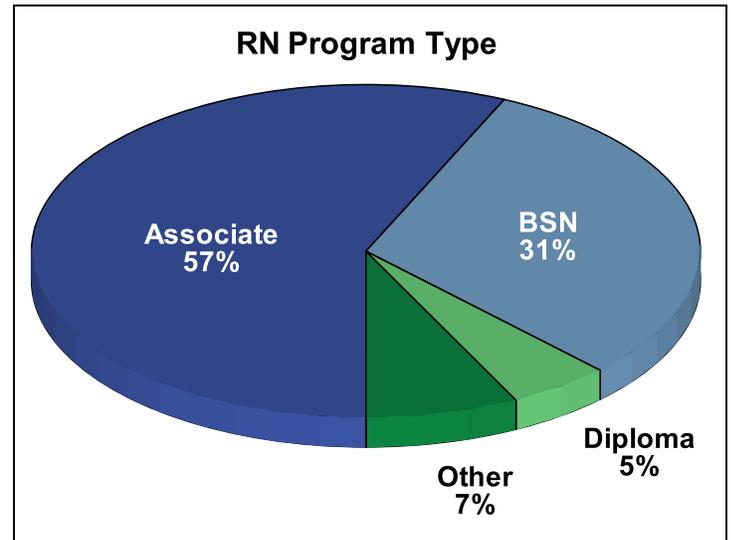
## Registered Nurse Education Programs

In the 2011-2012 academic year, there were 83 registered nursing (RN) programs approved in Virginia.<sup>9</sup>

### Program Characteristics

#### RN Program Structure and Duration

Nearly 90% of pre-licensure Registered Nurse (RN) programs are standard Associate degree and Baccalaureate degree programs. The remaining pre-licensure programs include four diploma programs, one online associate program, 3 accelerated BSN programs and two accelerated masters programs. Across all RN programs in the state, the mean program duration was 23 months. With an average of 29 months, Baccalaureate RN programs tended to have longest program lengths, while Online Associate and Accelerated BSN programs tended to have the shortest durations. The 57% of RN programs that conferred an Associate degree had an average program duration of 21 months.



Nearly 90% of RN programs were structured under a semester system. Within this framework, 46 of those 72 programs had a program length of either four or five semesters. Of the remaining programs eight used the quarter system and one used trimesters.

Programs		Program length, months					
Program Type	Count	Mean	Min	25 %ile	75 %ile	Max	Missing
Diploma	4	24	17	19	29	33	0
Online Associate	1	15	15	15	15	15	0
Associate	46	21	15	20	23	36+	0
Accelerated BSN	3	15	15	15	16	16	0
BSN	25	29	15	23	36+	36+	0
Accelerated Masters	2	22	20	20	24	24	0
<b>Total</b>	<b>81</b>	<b>23</b>	<b>15</b>	<b>20</b>	<b>24</b>	<b>36+</b>	<b>0</b>

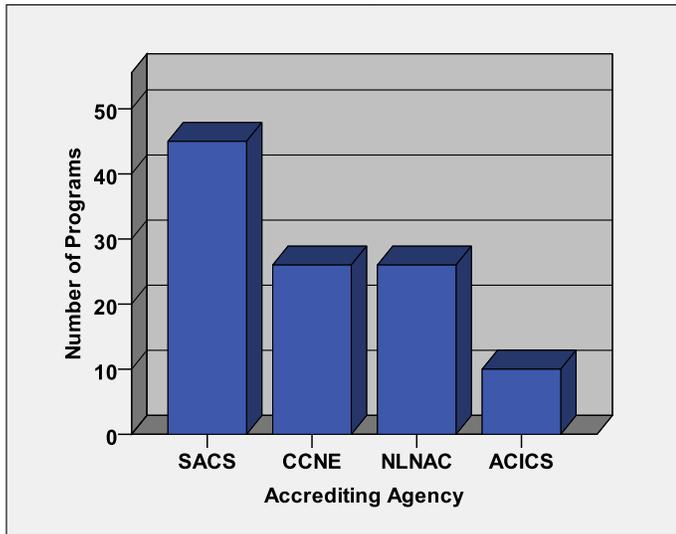
Program Structure	Length												Total
	1	2	3	4	5	6	7	8	9	10	11	12 or More	
Semesters	0	2	5	23	23	9	1	7	1	0	0	1	72
Trimesters	0	0	0	0	0	0	0	0	1	0	0	0	1
Quarters	0	0	0	0	1	0	2	3	1	0	0	1	8

<sup>9</sup> Three programs, Marymount University, Sentara College of Health Sciences and Southside Regional Medical Center, closed diploma programs and opened ADN or BSN programs, and thus were not captured in this survey.

## Accreditation

Of the 81 RN programs that responded to the survey, 77 were accredited by at least one accrediting agency. A majority of these programs were accredited by the Southern Association of Colleges and Schools (SACS). Meanwhile, one-third of all RN programs were accredited by the Commission on Collegiate Nursing Education (CCNE) and the National League for Nursing Accrediting Commission (NLNAC). The Accrediting Council for Independent Colleges and Schools (ACICS) was also the accrediting agency for at least 10% of all RN programs.

**RN Accrediting Agencies**



Accrediting Agency	PN Programs		
	Count	% of Respondents	% of Cases
<b>Southern Association of Colleges and Schools (SACS)</b>	45	56%	58%
<b>Commission on Collegiate Nursing Education (CCNE)</b>	26	32%	34%
<b>National League for Nursing Accrediting Commission (NLNAC)<sup>10</sup></b>	26	32%	34%
<b>Accrediting Council for Independent Colleges and Schools (ACICS)</b>	10	12%	13%
<b>Accrediting Bureau of Health Education Schools (ABHES)</b>	5	6%	7%
<b>Council on Occupational Education (COE)</b>	2	2%	3%
<b>The Higher Learning Commission (HLC)</b>	1	1%	1%

## Schedule Options

All RN programs offered daytime courses. Nearly half offered evening courses and more than one-quarter offered online.<sup>11</sup> Nearly 20% of RN programs offered their students weekend courses, while 15% offered the opportunity to take accelerated courses.

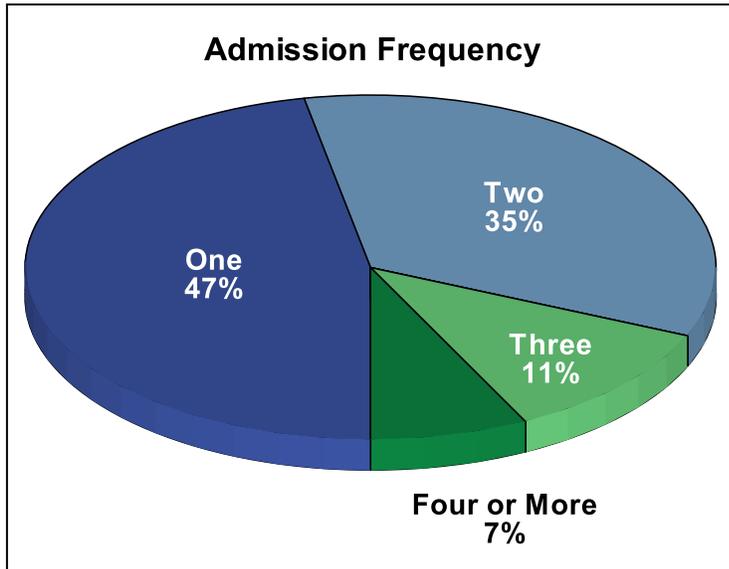
Scheduling Option	Program Type						All Programs	
	Diploma	Assoc	Online Assoc	BSN	Accel BSN	Accel Masters	Total	% of Programs
<b>Daytime Courses</b>	4	46	1	25	3	2	81	100%
<b>Online Courses</b>	0	19	1	10	1	0	32	39%
<b>Evening Courses</b>	1	12	0	0	1	0	14	17%
<b>Evening AND Weekend Courses</b>	0	4	0	1	0	0	5	6%
<b>Accelerated Courses</b>	0	1	1	8	2	0	12	15%
<b>Weekend Courses</b>	0	10	1	10	1	0	22	27%

<sup>10</sup> As of May 6, 2013, the National League for Nursing Accrediting Commission (NLNAC) is known as the Accreditation Commission for Education in Nursing (ACEN).

<sup>11</sup> Although this question does allow multiple responses, note that “Evening Courses”, “Weekend Courses”, and “Evening AND Weekend Courses” are mutually exclusive.

## Admission Frequency

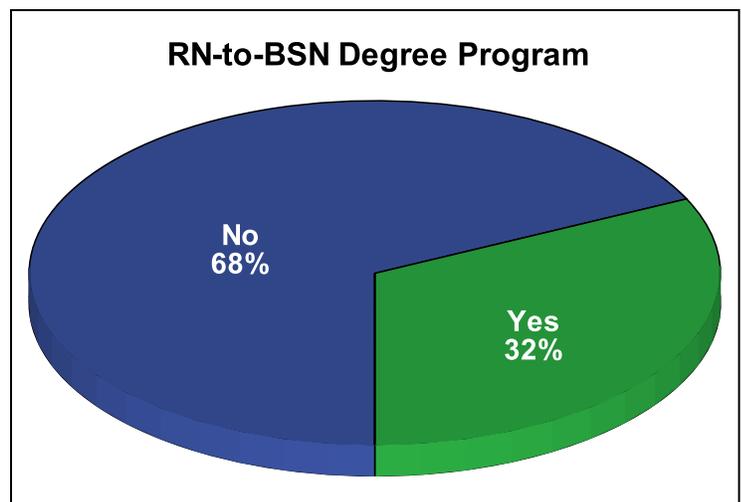
Nearly half of all RN programs admit new students only once per academic year, while more than one-third will admit students twice per year. The remaining 18% of the programs admit students at least three times per year.



Annual Admission Frequency	PN Programs	
	Count	%
One	38	47%
Two	28	35%
Three	9	11%
Four or More	6	7%
Total	81	100%

## RN-to-BSN Program

Twenty-six of the pre-licensure programs offered RN to BSN tracks. There are other RN to BSN programs in Virginia but only pre-licensure programs are regulated or tracked by the Board of Nursing.



## Clinical Hours

### RN Program Clinical Hours

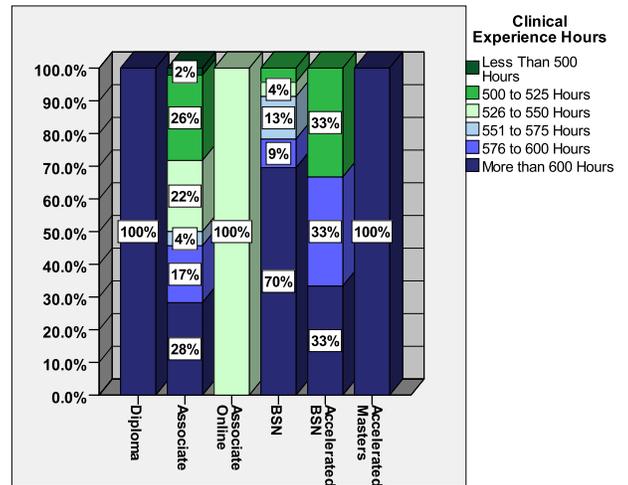
Approximately half of all RN programs require at least 600 hours of clinical experience from their students, while only one program required less than 500 hours. With respect to direct client care hours, 84% of RN programs required more than 500 hours from their students, while another nine programs require between 476 and 500 hours of direct client care. Nearly half of all RN programs require no more than 50 clinical simulation hours from their students, while 10% expected more than 100 clinical simulation hours from their students. Programs are required to offer at least 500 direct client care hours, pursuant to 18VAC 90-20-120.E. 20% of the clinical hours may be simulated.

Clinical Hours		Program Type							
Type	Amount	Diploma	Online Associate	Associate	Accel BSN	BSN	Accel Masters	Total	% of Total
Clinical Experience Hours	Less than 500	0	0	1	0	0	0	1	1%
	500 to 525	0	0	12	1	1	0	14	18%
	526 to 550	0	1	10	0	1	0	12	15%
	551 to 575	0	0	2	0	3	0	5	6%
	576 to 600	0	0	8	1	2	0	11	14%
	More than 600	4	0	13	1	16	2	36	46%
	<b>Total</b>	<b>4</b>	<b>1</b>	<b>46</b>	<b>3</b>	<b>23</b>	<b>2</b>	<b>79</b>	<b>100%</b>
Direct Client Care Hours	Less than 400	0	0	1	0	0	0	1	1%
	426 to 450	0	0	2	0	0	0	2	3%
	451 to 475	0	0	1	0	0	0	1	1%
	476 to 500	1	0	6	1	1	0	9	11%
	More than 500	3	1	36	2	22	2	66	84%
	<b>Total</b>	<b>4</b>	<b>1</b>	<b>46</b>	<b>3</b>	<b>23</b>	<b>2</b>	<b>79</b>	<b>100%</b>
Clinical Simulation Hours	0 to 25	0	0	7	0	5	1	13	16%
	26 to 50	3	1	16	1	6	0	27	33%
	51 to 75	0	0	14	1	7	0	22	27%
	76 to 100	1	0	3	1	5	0	10	12%
	101 to 125	0	0	2	0	0	0	2	2%
	126 to 150	0	0	2	0	2	1	5	6%
	176 to 200	0	0	1	0	0	0	1	1%
	More than 200	0	0	1	0	0	0	1	1%
	<b>Total</b>	<b>4</b>	<b>1</b>	<b>46</b>	<b>3</b>	<b>25</b>	<b>2</b>	<b>81</b>	<b>100%</b>

**Note:** Response categories with a zero result for all program types are not included in this table.

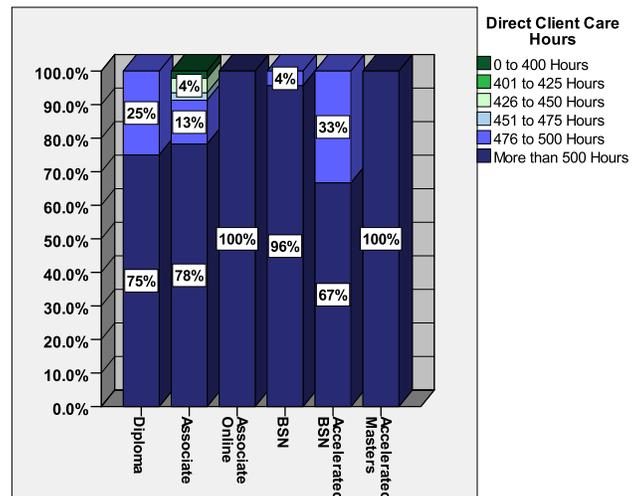
## Clinical Experience Hours

More than two-thirds of all BSN programs required at least 600 hours of clinical experience from their students. Associate programs were more diverse in their requirements: These programs were split evenly between those that required less than 550 clinical experience hours and those that required more. All Diploma and Accelerated Masters programs require more than 600 clinical experience hours, while Accelerated BSN programs had more diverse expectations.



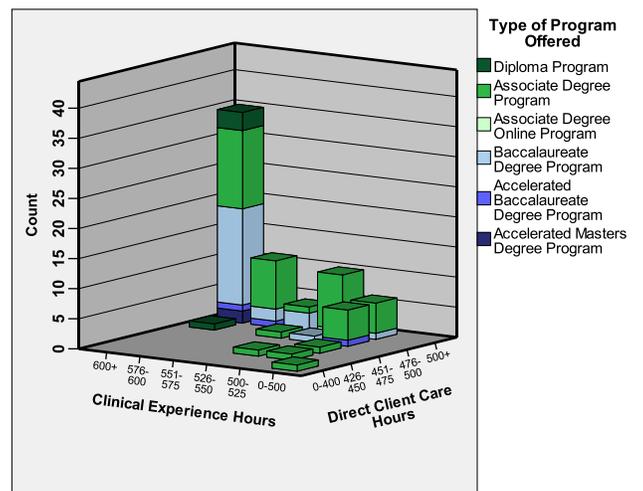
## Direct Client Care Hours

Across all program types, a majority of RN programs required more than 500 direct client care hours from their students. This was especially true of BSN, Accelerated Masters and Associate Online programs, where 25 of the 26 programs required more than 500 direct client care hours. Meanwhile, approximately three-quarters of Associate and Diploma programs required more than 500 direct client care hours. Finally, two-thirds of Accelerated BSN programs also required more than 500 direct client care hours.



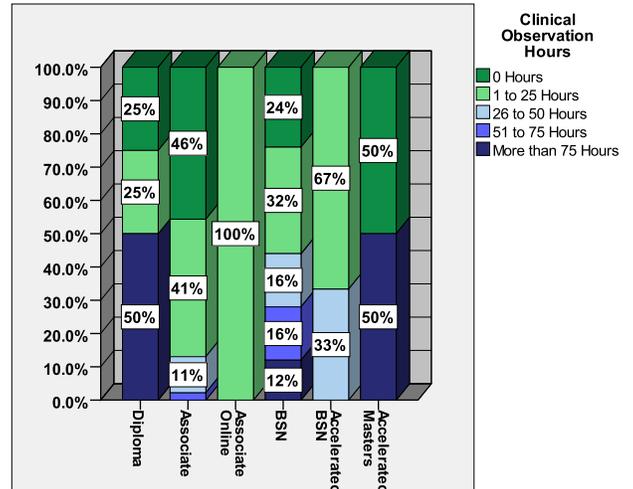
## Clinical Experience by Program Type

A significant proportion of programs required at least 500 hours of direct client care and at least 600 hours of clinical experience. Even among those programs requiring less than 600 clinical experience hours, most still required at least 500 direct client care hours. Very few programs required less than 450 direct client care hours and less than 550 clinical experience hours.



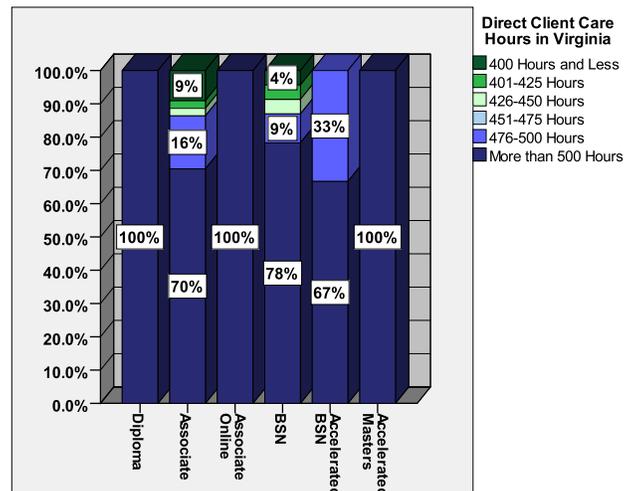
## Clinical Observation Hours

About half of BSN, Masters and Diploma programs require more than 25 hours of clinical observation. By contrast, only 12 percent of Associate programs require more than 25 hours of clinical observation.



## Direct Client Care Hours in Virginia

A majority of RN programs within all program types had students who received at least 500 direct client care hours in Virginia. For Diploma, Associate Online, and Accelerated Masters programs, all programs had their students receive more than 500 hours of direct client care hours in Virginia. Meanwhile, more than three-fourths of BSN programs had their students receive at least 500 direct client care hours in Virginia, while approximately two-thirds of Associate and Accelerated BSN programs did the same.



## Clinical Experience Hours Outside of Virginia

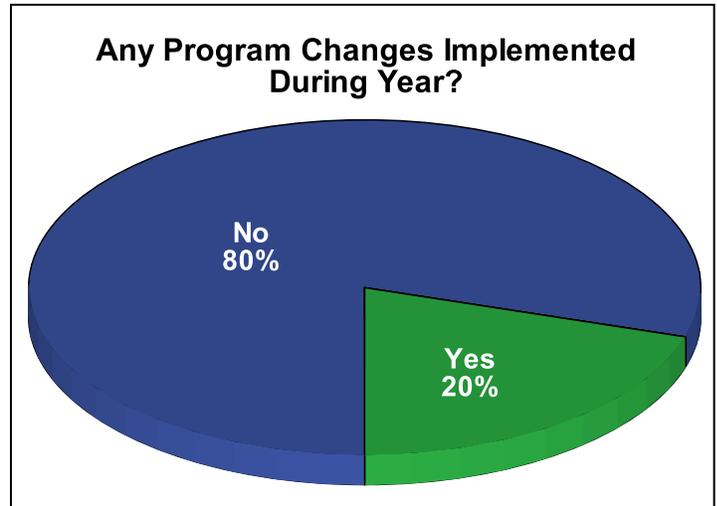
In total, 22 RN programs offered students the opportunity to gain clinical experience hours outside of Virginia. Most of these were in Northern Virginia, with clinical sites in Washington DC & Maryland. Two had international clinical sites.

Location	Count	% of Respondents
Washington, D.C.	17	21%
Maryland	9	11%
North Carolina	3	4%
Kentucky	2	2%
Tennessee	2	2%
West Virginia	2	2%
International (Unspecified)	2	2%

## Program Changes

---

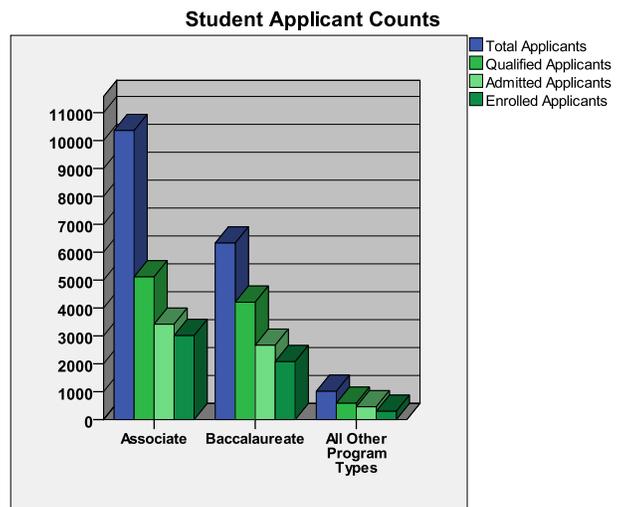
Sixteen RN programs indicated that they had undertaken some non-trivial change to its program over the course of the previous academic year. Most of these changes were related to coursework. Specifically, changes to curriculum, credit hours and grading were noted by many of the programs. Admission policies and scheduling were also changed by some RN programs during the past year.



Admissions

Virginia’s RN programs received a total of 17,699 applications during the 2011-2012 academic year.<sup>12</sup> Of this group, 9,926 applications were from qualified applicants. Two-thirds of all qualified applicants, or 6,562 students, were ultimately admitted into an RN program. More than four-fifths of these admitted applicants, or 5,403 students, accepted the offer of admittance.

In total, 59% of all applications were received by Associate RN programs and 36% by BSN programs. Two-thirds of all BSN applications were from qualified applicants, while only half of applicants to Associate programs were. Both program types admitted a similar number of qualified applicants, although admitted applicants were somewhat more likely to enroll in an Associate program rather than a BSN program.

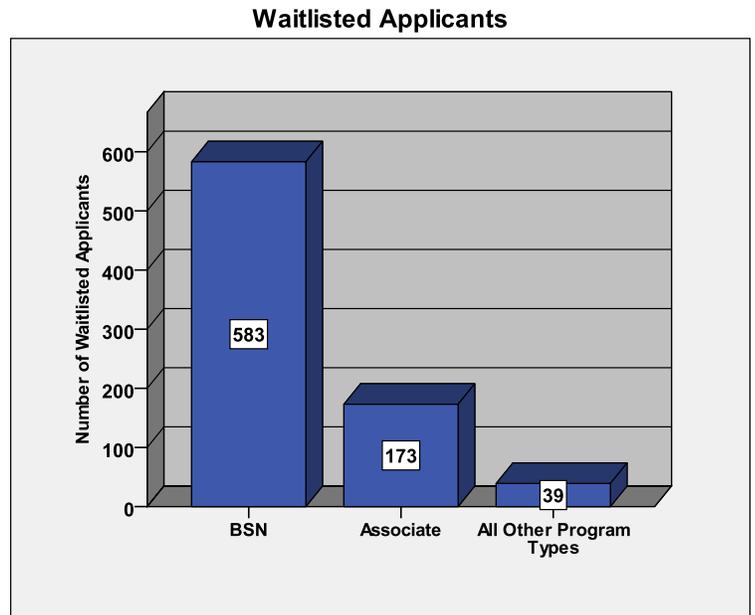


Program Type	Applications Received	Applicants Qualified	% Qualified	Applicants Admitted	% of Qualified Admitted	Applicants Enrolled	% of Admitted Enrolled	% of Applicants Enrolled
<b>Diploma</b>	181	132	73%	126	95%	106	84%	59%
<b>Associate</b>	10,360	5,136	50%	3,440	67%	3,032	88%	29%
<b>Associate Online</b>	54	54	100%	13	24%	13	100%	24%
<b>BSN</b>	6,326	4,206	66%	2,664	63%	2,075	78%	33%
<b>Accelerated BSN</b>	514	268	52%	247	92%	134	54%	26%
<b>Accelerated Masters</b>	264	130	49%	72	55%	43	60%	16%
<b>Total</b>	<b>17,699</b>	<b>9,926</b>	<b>56%</b>	<b>6,562</b>	<b>66%</b>	<b>5,403</b>	<b>82%</b>	<b>31%</b>

<sup>12</sup> The number of applicants is less since prospective students could potentially apply to multiple programs.

## Waitlisted Applicants

Nearly three-quarters of all waitlisted applicants were prospective students who applied to BSN programs. Another 22% of waitlisted applicants were prospective students who applied to Associate programs. Together, these two program types accounted for 95% of all waitlisted applicants. This number is in line with the percentage of admitted and enrolled students into BSN or Associate programs.



## Non-Admitted Qualified Applicants

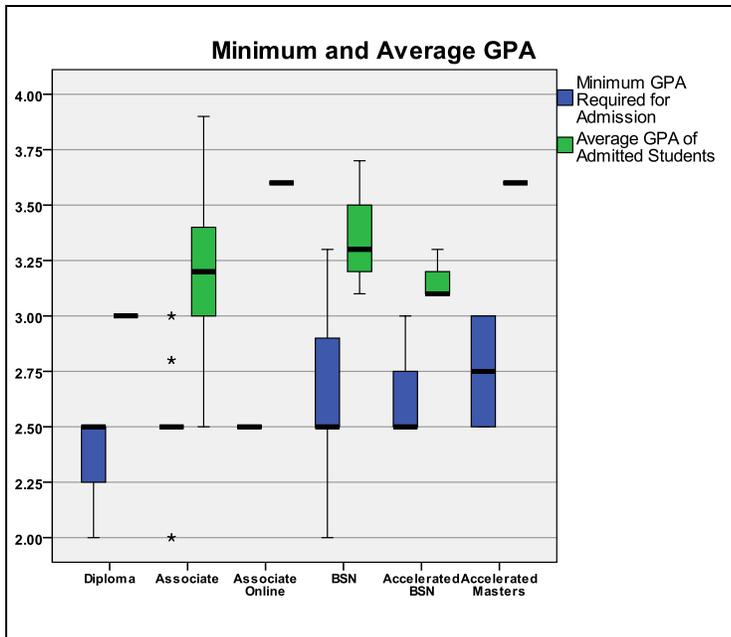
A total of 51 RN programs denied admission to 3,364 qualified applicants. Among the programs that could not admit all qualified applicants, nearly half cited program capacity as the reason for doing so. The only other reason that was cited by at least 10% of RN programs that denied admission to qualified applicants was a lack of clinical space. Student finances and lack of qualified faculty were also cited as reasons by a relatively small number of RN programs.

Reason	PN Programs		
	Count	% of Respondents	% of Cases
<b>Effective Program Capacity Reached</b>	25	31%	49%
<b>Lack of Clinical Space</b>	15	19%	15%
<b>Student Finances</b>	7	9%	7%
<b>Lack of Qualified Faculty</b>	4	5%	4%
<b>Other</b>	0	0%	0%
<b>Lack of Classroom Space</b>	0	0%	0%
<b>Unknown Reason</b>	0	0%	0%

## Grade Point Average

The minimum GPA required for admission varied from a low of 2.4 for Diploma programs to a high of 2.8 for Accelerated Masters programs.<sup>13</sup> The average GPA of admitted students ranged from a low of 3.0 at Diploma programs to a high of 3.6 at Associate Online and Accelerated Masters programs. Associate programs tended to have a minimum and average GPA that was slightly below the average across all program types, while BSN programs tended to have GPA requirements slightly higher than average.

Program Type	GPA (mean)			
	Min	Missing	Ave	Missing
<b>Diploma</b>	2.4	0	3.0	1
<b>Associate</b>	2.5	2	3.2	5
<b>Associate Online</b>	2.5	0	3.6	0
<b>BSN</b>	2.7	2	3.4	3
<b>Accelerated BSN</b>	2.7	0	3.2	0
<b>Accelerated Masters</b>	2.8	0	3.6	0
<b>Total</b>	<b>2.6</b>	<b>6</b>	<b>3.3</b>	<b>9</b>

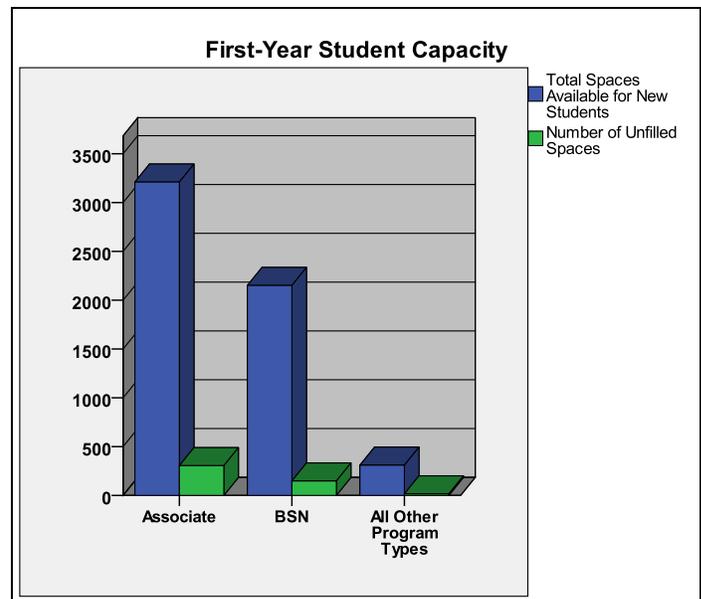


<sup>13</sup> Minimum and Average GPAs only include responses that were greater than zero. Two programs listed a minimum GPA of 0.0, while no programs listed an average GPA of 0.0.

## Student Capacity

In total, 53% of all RN programs had unfilled spaces for new students during the 2011-2012 academic year. These 41 programs had a total of 469 unfilled spaces, which represented 8% of the total capacity available for first-year students.

RN programs provided a variety of explanations for their inability to fill all available open slots in their first-year class. The most common reason was a lack of qualified applicants, which made it impossible to reach capacity. Even when programs had enough qualified applicants, however, they could not always reach capacity. Approximately ten programs had enrolled students who either failed to show up or quit soon after classes began, and approximately another ten programs accepted students who subsequently decided not to enroll. Student finances were also cited as another common reason for a program's inability to fill all open first-year spots.

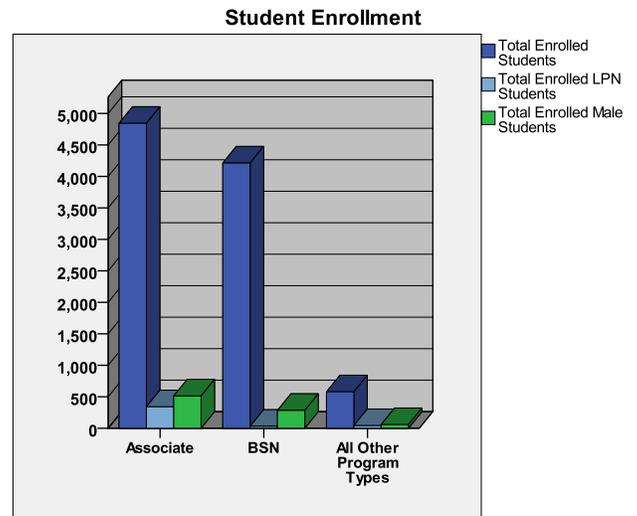


Program Type	# of Programs with Unfilled Spaces		# of Unfilled Spaces			
	No	Yes	Unfilled Spaces	%	Total Spaces	% of Total Capacity
<b>Diploma</b>	3	1	6	1%	110	5%
<b>Associate</b>	19	25	305	65%	3,210	10%
<b>Associate Online</b>	1	0	0	0%	13	0%
<b>BSN</b>	12	11	148	32%	2,151	7%
<b>Accelerated BSN</b>	1	2	3	1%	137	2%
<b>Accelerated Masters</b>	0	2	7	2%	50	14%
<b>Total</b>	36	41	469	100%	5,671	8%

## Enrollment

In total, 9,668 students were enrolled in Virginia's RN programs during the 2011-2012 academic year. This represents a slight decline of approximately 3% compared to the previous year.

Across all program types, only 4% of current enrollees were also LPNs, while 9% of enrollees were male. LPN students were more likely to enroll in Diploma, Associate and Accelerated BSN programs, while a greater percentage of male students came from Associate Online and Accelerated BSN, and Associate programs.

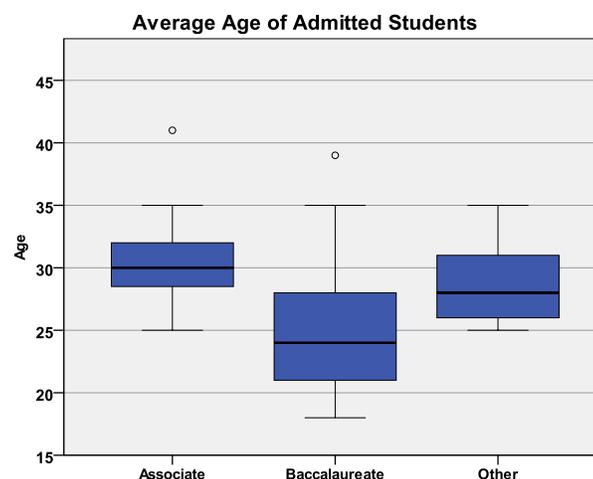


	Total Enrollment		LPN Enrollment		Male Enrollment	
	Count	%	Count	% of Enrollment	Count	% of Enrollment
<b>Diploma</b>	266	3%	26	10%	18	7%
<b>Associate</b>	4,878	51%	340	7%	515	11%
<b>Associate Online</b>	13	0%	0	0%	3	23%
<b>BSN</b>	4,212	44%	30	1%	283	7%
<b>Accelerated BSN</b>	204	2%	14	7%	30	15%
<b>Accelerated Masters</b>	93	1%	1	1%	6	6%
<b>Total</b>	<b>9,668</b>	<b>100%</b>	<b>411</b>	<b>4%</b>	<b>855</b>	<b>9%</b>

## Average Age of Admitted Students

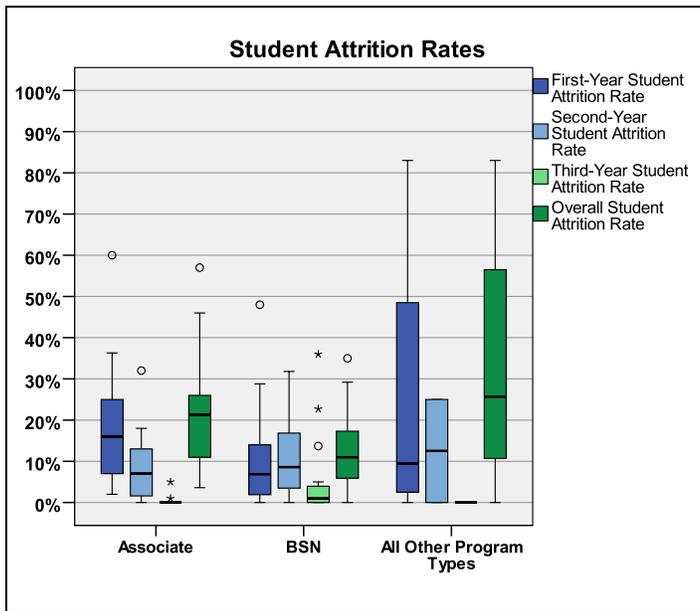
Program Type	Average Age of Admitted Students	Missing
<b>Diploma</b>	26	2
<b>Associate</b>	30	6
<b>Associate Online</b>	34	0
<b>BSN</b>	25	4
<b>Accelerated BSN</b>	30	0
<b>Accelerated Masters</b>	26	1
<b>Total</b>	29	13

The average age of all students who were admitted into RN programs was 29. Within program types, the average age of admitted students varied from a low of 26 in Diploma programs to a high of 34 in Associate Online programs.



## Attrition

For the 2011-2012 academic year, the overall attrition rate across all program types was 18%, which was unchanged from the previous year. However, the overall attrition rate varied considerably across different program types. Baccalaureate programs had a very low overall attrition rate of 12%, especially given the size of its student body. For Associate programs, their overall attrition rate was at 20%, which was two-thirds larger than for BSN programs. Meanwhile, one-quarter of all students in Diploma programs left, while nearly 40% of students in Accelerated BSN programs did the same.

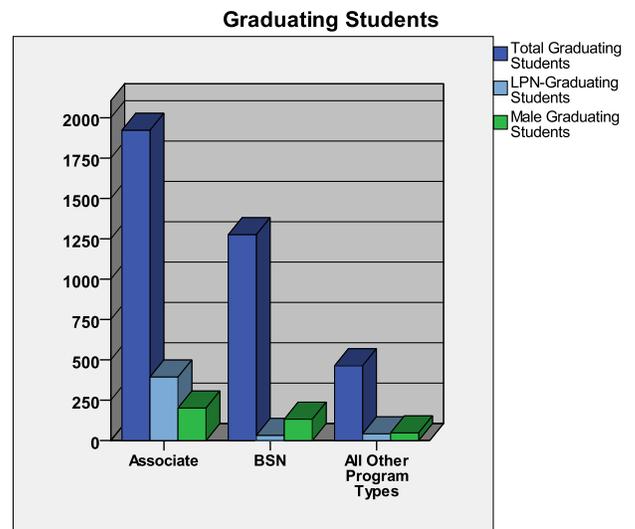


Type	Year	Avg	Min	Max	Missing
Diploma	1st Year Attrition	23%	10%	45%	1
	2nd Year Attrition	15%	3%	25%	1
	3rd Year Attrition	0%	0%	0%	3
	<b>Overall Attrition</b>	<b>25%</b>	<b>21%</b>	<b>27%</b>	<b>1</b>
Associate	1st Year Attrition	17%	0%	60%	3
	2nd Year Attrition	10%	0%	86%	5
	3rd Year Attrition	7%	0%	92%	31
	<b>Overall Attrition</b>	<b>20%</b>	<b>1%</b>	<b>92%</b>	<b>1</b>
Associate Online	1st Year Attrition	0%	0%	0%	0
	2nd Year Attrition	0%	0%	0%	0
	3rd Year Attrition	-	-	-	1
	<b>Overall Attrition</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>0</b>
BSN	1st Year Attrition	10%	0%	48%	3
	2nd Year Attrition	15%	0	90%	2
	3rd Year Attrition	6%	0%	36%	8
	<b>Overall Attrition</b>	<b>12%</b>	<b>0%</b>	<b>35%</b>	<b>3</b>
Accelerated BSN	1st Year Attrition	30%	3%	83%	0
	2nd Year Attrition	8%	0%	25%	0
	3rd Year Attrition	0%	0%	0%	1
	<b>Overall Attrition</b>	<b>39%</b>	<b>3%</b>	<b>83%</b>	<b>0</b>
Accelerated Masters	1st Year Attrition	5%	0%	10%	0
	2nd Year Attrition	5%	0%	10%	0
	3rd Year Attrition	0%	0%	0%	1
	<b>Overall Attrition</b>	<b>5%</b>	<b>0%</b>	<b>10%</b>	<b>0</b>
Total	1st Year Attrition	15%	0%	83%	7
	2nd Year Attrition	11%	0%	90%	8
	3rd Year Attrition	6%	0%	92%	45
	<b>Overall Attrition</b>	<b>18%</b>	<b>0%</b>	<b>92%</b>	<b>5</b>

## Graduates

A total of 3,660 students graduated from Virginia's RN programs during the 2011-2012 academic year. This represents a decline of approximately 3% when compared to the same period one year ago. More than half of these graduates came from Associate programs, while more than one-third came from Baccalaureate programs.

A total of 13% of all RN program graduates were LPNs at the time of graduation, while 10% were male. One-fifth of all graduates from Associate programs were LPNs at the time of graduation, but very few LPNs graduated from Baccalaureate programs. Meanwhile, Associate and BSN programs both graduated a similar percentage of males from their programs, 10% and 12% respectively.

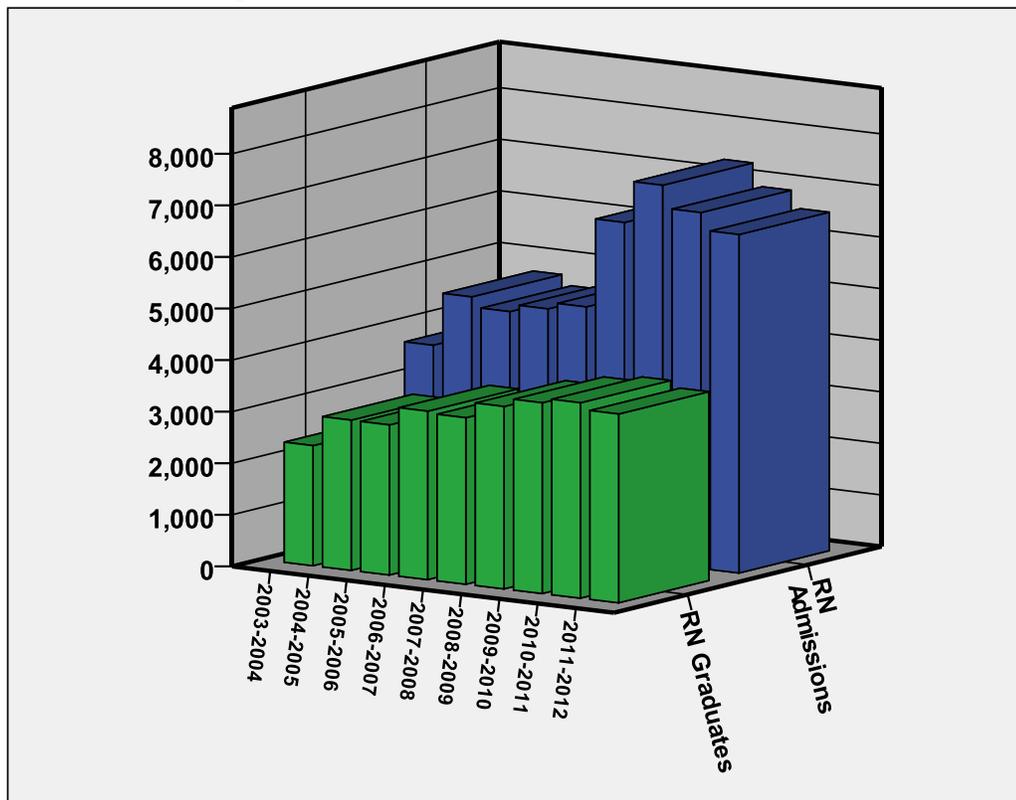


	Total Graduates		LPN Graduates		Male Graduates	
	Count	%	Count	% of Enrollment	Count	% of Enrollment
<b>Diploma</b>	234	6%	26	11%	19	8%
<b>Associate</b>	1,922	53%	393	20%	201	10%
<b>Associate Online</b>	85	2%	0	0%	8	9%
<b>BSN</b>	1,275	35%	31	2%	132	10%
<b>Accelerated BSN</b>	102	3%	14	14%	12	12%
<b>Accelerated Masters</b>	42	1%	1	2%	8	19%
<b>Total</b>	<b>3,660</b>	<b>100%</b>	<b>465</b>	<b>13%</b>	<b>380</b>	<b>10%</b>

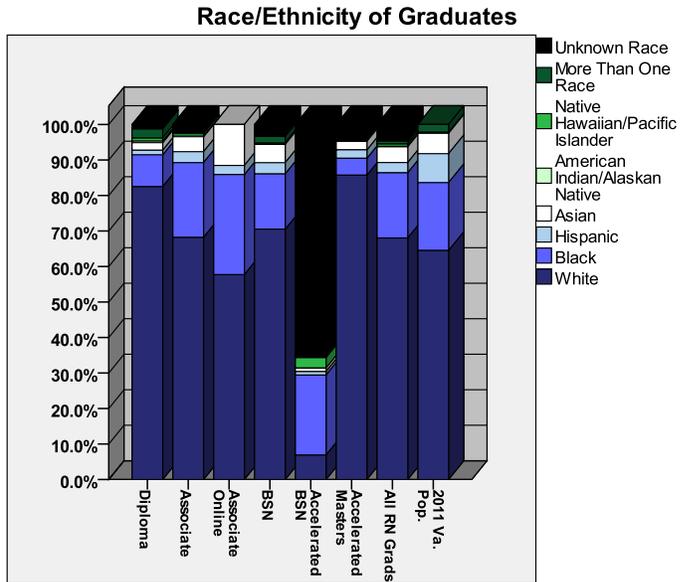
For the 2011-2012 academic year, 6,562 students were admitted into Virginia’s RN programs. This represents the second consecutive year in which total admissions have declined. In addition, total admissions have now reached a level not seen since the 2008-2009 academic year. Meanwhile, the number of RN graduates declined to 3,660 during the 2011-2012 academic year, although this represented a relatively modest 3% decline.

Academic Year	RN Admissions		RN Graduates	
	Count	Year-over-Year Change	Count	Year-over-Year Change
2003-2004	3,695	-	2,328	-
2004-2005	4,724	28%	2,912	25%
2005-2006	4,528	-4%	2,909	0%
2006-2007	4,671	3%	3,265	12%
2007-2008	4,799	3%	3,228	-1%
2008-2009	6,526	36%	3,536	10%
2009-2010	7,338	12%	3,698	5%
2010-2011	6,898	-6%	3,788	2%
2011-2012	6,562	-5%	3,660	-3%

**RN Program Admissions and Graduation Trends**



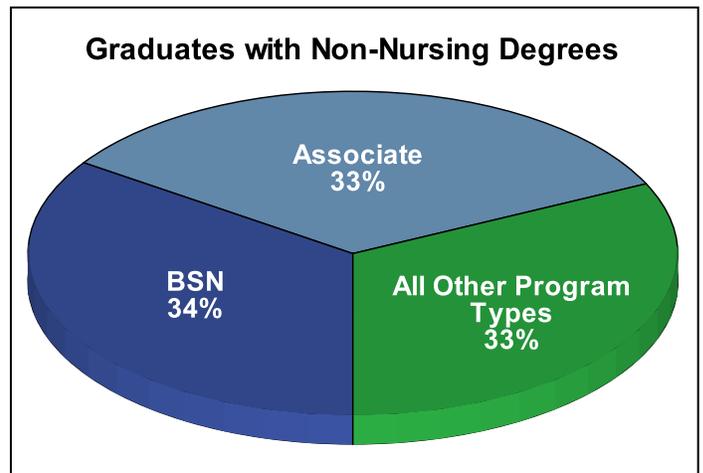
Among all RN program graduates, 68% were non-Hispanic whites, roughly equivalent to Virginia’s population which is 65% non-Hispanic white. Meanwhile, non-Hispanic blacks, who represent 19% of Virginia’s overall population, accounted for 18% of Virginia’s RN graduates. Hispanics, who account for 8% of Virginia’s population, only represented 3% of Virginia’s RN graduates. Asians were also underrepresented; although they accounted for 6% of Virginia’s population, they only made up 4% of all graduates.



Multi-Degree Graduates

A total of 798 RN program graduates also had a degree in another discipline that was not related to nursing. This represents 22% of all students who graduated during the 2011-2012 academic year. Approximately one-third of all multi-degree graduates came from Baccalaureate programs, and another one-third came from Associate programs.

Across program types, multi-degree graduates disproportionately came from Accelerated Masters, Associate Online and Accelerated BSN programs. In these programs, between 80-100% of graduates had a non-nursing degree. Meanwhile, only 14% of graduates from Associate programs had a non-nursing degree.

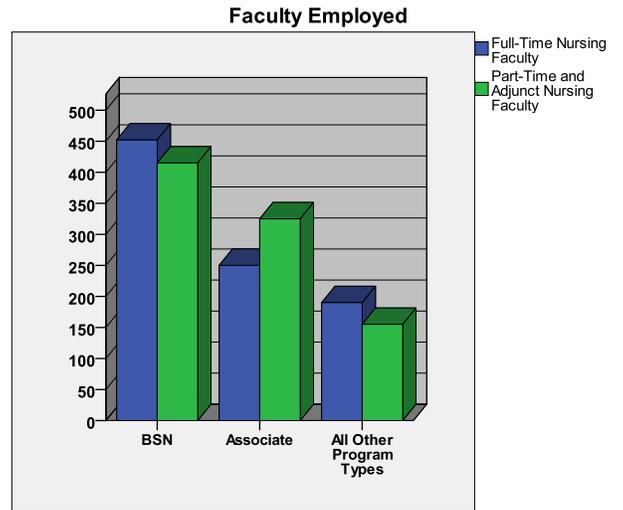


Program Type	Multi-Degree Graduates	%	Total Graduates	% of Total Graduates
Diploma	49	6%	234	21%
Associate	267	33%	1,922	14%
Associate Online	77	10%	85	91%
BSN	275	34%	1,275	22%
Accelerated BSN	88	11%	102	86%
Accelerated Masters	42	5%	42	100%
<b>Total</b>	<b>798</b>	<b>100%</b>	<b>3,660</b>	<b>22%</b>

Employment

Close to 50% of all employees worked in Baccalaureate programs, while almost a third worked in Associate programs. Meanwhile, Diploma, Accelerated BSN, Accelerated Masters and Associate Online programs each accounted for less than 10% of all faculty positions.

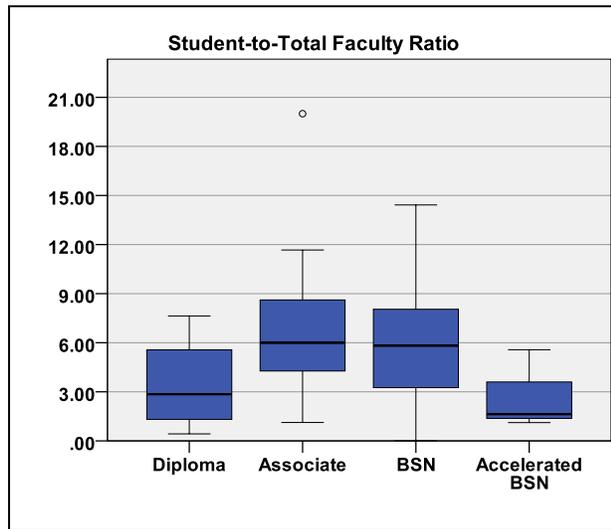
Across all program types, half of all 1,787 employees worked in a full-time capacity. The largest program type, BSN programs, employed 52% of its employees in a full-time capacity, while the second-largest employer, Associate programs, only employed 43% of its employees full time. Diploma programs employed the largest fraction of full-time faculty (80%), while Accelerated Masters programs employed the smallest fraction (33%).



Program Type	Full-Time		Part-Time		Total		
	Count	%	Count	%	Count	%	% of Faculty employed Full-time
<b>Diploma</b>	59	7%	15	2%	74	4%	80%
<b>Associate</b>	250	28%	325	36%	575	32%	43%
<b>Associate Online</b>	24	3%	26	3%	50	3%	48%
<b>BSN</b>	452	51%	415	46%	867	49%	52%
<b>Accelerated BSN</b>	62	7%	23	3%	85	5%	73%
<b>Accelerated Masters</b>	45	5%	91	10%	136	8%	33%
<b>Total</b>	<b>892</b>	<b>100%</b>	<b>895</b>	<b>100%</b>	<b>1,787</b>	<b>100%</b>	<b>50%</b>

## Student-to-Faculty Ratio

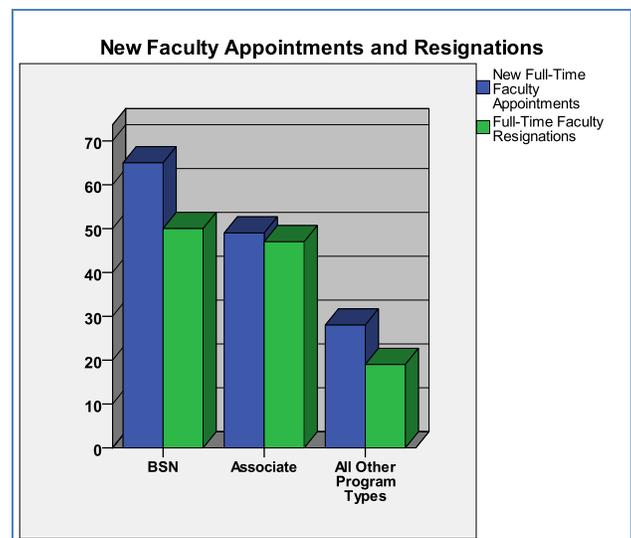
The average student-to-faculty ratio across all program types was 4.82. Programs with the largest student bodies also tended to have the largest student-to-faculty ratios: Associate programs had the highest student-to-faculty ratio of 6.64, while BSN programs had a student-to-faculty ratio of 4.94. Both values were above the average student-to-faculty ratio across all program types. Meanwhile, accelerated BSN programs had the lowest student-to-faculty ratio at 2.40.<sup>14</sup>



Program Type	Student-to-Faculty Ratio
Diploma	3.62
Associate	6.64
Associate Online	0.26
BSN	4.94
Accelerated BSN	2.40
Accelerated Masters	0.26
<b>Total</b>	<b>4.82</b>

## Faculty Appointments and Resignations

During the past year, RN programs hired 142 new full-time faculty members, which represents a newly appointed faculty rate of 16%. Meanwhile, 116 full-time faculty members resigned during the same time period, which represents a turnover rate of 13%. Both new appointments and resignations are up from the previous year: During the 2010-2011 academic year, the newly appointed faculty rate was 13%, while the turnover rate was 9%.



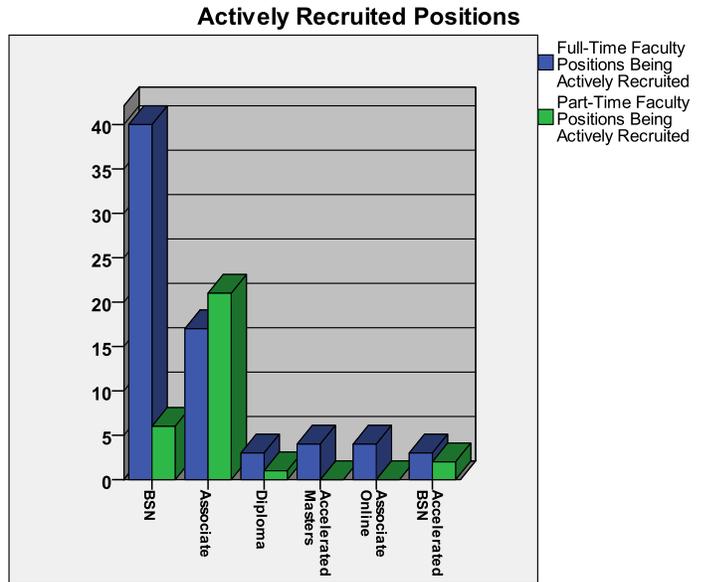
Full-time Faculty	Program Type						Total
	Diploma	Assoc	Online Assoc	BSN	Accel BSN	Accel Masters	
<b>Total</b>	59	250	24	452	62	45	<b>892</b>
<b>Newly Appointed</b>	7	49	4	65	8	9	<b>142</b>
<b>Resignations</b>	11	47	4	50	3	1	<b>116</b>
<b>Turnover Rate</b>	19%	19%	17%	11%	5%	2%	<b>13%</b>
<b>Proportion Newly Appointed</b>	12%	20%	17%	14%	13%	20%	<b>16%</b>

Overall, four of the six RN program types increased their net full-time employment levels with respect to the previous year. Only Diploma programs had more full-time faculty resignations than new appointments during the current academic year.

<sup>14</sup> Although Associate Online and Accelerated Masters programs had a lower student-to-faculty ratio, they only include the results of a single program each. All results here only include programs that provided complete information on faculty and enrollment.

## Actively Recruited Positions

RN programs have a total of 127 vacant positions, 94 full-time & 35 part-time. Of these 71 full-time and 30 part-time positions are under active recruitment. Much of the discrepancy between the number of full-time vacancies and active recruitments is due to Diploma programs; although they currently have 16 full-time vacancies, they are only attempting to fill three of those positions.



Program Type	Full-Time			Part-Time			Total		
	Vacant	Recruit	Recruit %	Vacant	Recruit	Recruit %	Vacant	Recruit	Recruit %
<b>Diploma</b>	16	3	19%	1	1	100%	17	4	24%
<b>Associate</b>	20	17	85%	23	21	91%	43	38	88%
<b>Associate Online</b>	4	4	100%	0	0	-	4	4	100%
<b>BSN</b>	47	40	85%	7	6	86%	54	46	85%
<b>Accelerated BSN</b>	3	3	100%	2	2	100%	5	5	100%
<b>Accelerated Masters</b>	4	4	100%	0	0	-	4	4	100%
<b>Total</b>	<b>94</b>	<b>71</b>	<b>76%</b>	<b>33</b>	<b>30</b>	<b>91%</b>	<b>127</b>	<b>101</b>	<b>80%</b>

## Faculty Budget Needs

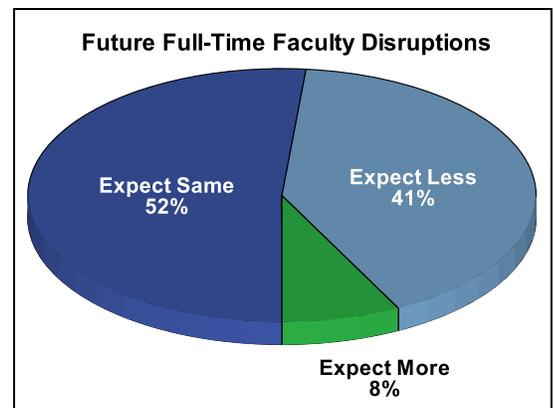
Across all program types, 86% indicated that they have an adequate budget to meet their full-time faculty needs. Of the ten who indicated otherwise, eight were either Associate or BSN programs. Meanwhile, nearly all programs indicated that their current budgets were adequate to meet their part-time staffing needs.

Adequate Faculty Budget?	Full-Time		Part-Time	
	Count	%	Count	%
<b>Yes</b>	61	86%	64	98%
<b>No</b>	10	14%	1	2%
<b>Total</b>	<b>71</b>	<b>100%</b>	<b>65</b>	<b>100%</b>

## Full-Time Faculty Disruptions

Just over half of all RN programs expected the upcoming academic year to feature the same degree of full-time faculty disruption as the current year, while 41% expected less disruption in the upcoming year. Only five programs expected more full-time faculty turnover next year, two of which were Diploma programs, which represents half of all such programs in Virginia.

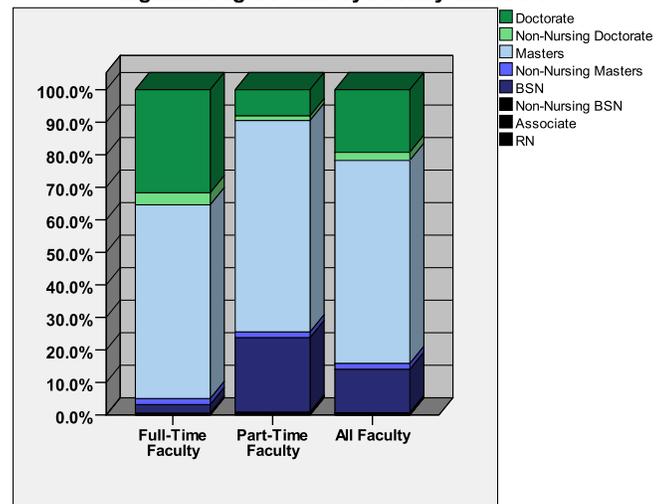
Program Type	Expect Less	%	Expect Same	%	Expect More	%	Total
Diploma	1	25%	1	25%	2	50%	4
Associate	14	38%	21	57%	2	5%	37
Associate Online	1	100%	0	0%	0	0%	1
BSN	9	45%	10	50%	1	5%	20
Accelerated BSN	1	33%	2	67%	0	0%	3
Accelerated Masters	1	100%	0	0%	0	0%	1
<b>Total</b>	<b>27</b>	<b>41%</b>	<b>34</b>	<b>52%</b>	<b>5</b>	<b>8%</b>	<b>66</b>



## Faculty Education

Among both full-time and part-time employees of RN programs, 62% had a Masters degree. In addition, 19% had a Doctorate, while 13% had a Baccalaureate degree. Those with more advanced degrees were more likely to hold full-time jobs: Whereas more than three-quarters of all employees with Doctorates worked full time, less than half of those with a Master's degree were full-time employees. Meanwhile, less than 10% of employees with just a Baccalaureate degree worked full time at an RN program. Those employees with a non-nursing degree, an Associate degree, or a RN diploma were relatively rare in RN programs; combined, they accounted for just 5% of all employees.

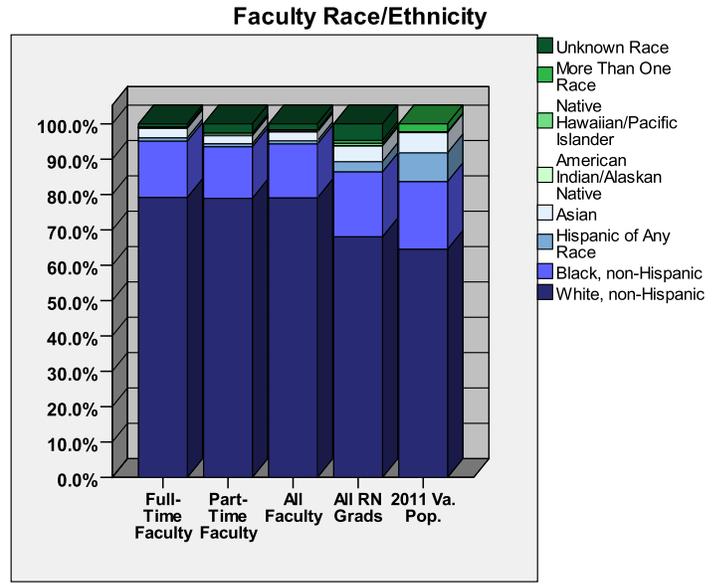
**Highest Degree Held by Faculty Members**



Degree	Full-Time		Part-Time		Total		
	Count	%	Count	%	Count	%	% Employed Full-time
Doctorate	240	32%	68	8%	308	19%	78%
Non-Nursing Doctorate	28	4%	12	1%	40	3%	70%
Masters	451	60%	548	65%	999	62%	45%
Non-Nursing Masters	14	2%	15	0%	17	1%	82%
Baccalaureate	20	3%	193	23%	213	13%	9%
Non-Nursing Baccalaureate	3	0%	3	2%	18	1%	17%
Associate	1	0%	3	0%	4	0%	25%
RN Diploma	0	0%	1	0%	1	0%	0%
<b>Total</b>	<b>757</b>	<b>100%</b>	<b>843</b>	<b>100%</b>	<b>1,600</b>	<b>100%</b>	<b>47%</b>

## Faculty Diversity

Nearly 80% of faculty at all RN programs were non-Hispanic white, which makes them overrepresented with respect to both Virginia's overall population and graduates of RN programs. Every other major race/ethnicity group was underrepresented among RN faculty, including non-Hispanic black (15%), Hispanic (1%), and Asian (2%). However, members of each racial/ethnic groups were evenly split between part-time and full-time positions. The percentage of full-time faculty was between 51-55% for non-Hispanic white, non-Hispanic black, Hispanic, and Asian racial/ethnic groups.



Race/Ethnicity	Full-Time		Part-Time		Total		
	Count	%	Count	%	Count	%	Full-Time Faculty %
<b>Non-Hispanic White</b>	675	79%	655	79%	1,330	79%	51%
<b>Non-Hispanic Black</b>	136	16%	121	15%	257	15%	53%
<b>Hispanic</b>	8	1%	7	1%	15	1%	53%
<b>Asian</b>	23	3%	19	2%	42	2%	55%
<b>American Indian/Alaskan Native</b>	1	0%	1	0%	2	0%	50%
<b>Native Hawaiian/Pacific Islander</b>	1	0%	5	1%	6	0%	17%
<b>Two or More Races</b>	1	0%	0	0%	1	0%	100%
<b>Race Unknown</b>	8	1%	22	3%	30	2%	27%
<b>Total</b>	<b>853</b>	<b>100%</b>	<b>830</b>	<b>100%</b>	<b>1,683</b>	<b>100%</b>	<b>51%</b>

## Faculty Age & Gender

For RN employees who worked full time, 86% were between the ages of 35 and 64, while two-thirds of part-time workers were in the same age cohort. Younger workers were somewhat more likely to work on a part-time basis; workers under the age of 35 were the only cohort in which part-time workers exceeded the number of full-time workers. Nine percent were under the age of 35, while six percent were above the age of 64.

RN faculty was predominantly female, accounting for 96% of all employees. These percentages were the same for both full-time and part-time faculty

Statistic	Full-Time		Part-Time		Total	
	Count	%	Count	%	Count	%
<b>Age</b>						
<25	0	0%	2	0%	2	0%
25-34	59	7%	80	12%	139	9%
35-44	189	23%	149	22%	338	22%
45 to 54	247	30%	181	26%	428	28%
55 to 64	279	33%	122	18%	401	26%
65 to 74	51	6%	46	7%	97	6%
75 +	1	0%	1	0%	2	0%
<b>Valid Total</b>	<b>826</b>	<b>99%</b>	<b>581</b>	<b>84%</b>	<b>1,407</b>	<b>92%</b>
<b>Gender</b>						
<b>Female</b>	<b>794</b>	<b>96%</b>	<b>828</b>	<b>96%</b>	<b>1,622</b>	<b>96%</b>
<b>Male</b>	<b>32</b>	<b>4%</b>	<b>34</b>	<b>4%</b>	<b>66</b>	<b>4%</b>
<b>Valid Total</b>	<b>826</b>	<b>100%</b>	<b>862</b>	<b>100%</b>	<b>1,688</b>	<b>100%</b>

